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City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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EXECUTIVE COMMITTEE MEETING

THURSDAY, JANUARY 12, 1995

3:30 P.M.

AGENDA

1. Budget Update:
2. Agenda items for Commission meetings.
3. Follow up to plans for streamlining agency.

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REGULAR MEETING

THURSDAY, JANUARY 12, 1995

4:30 P.M.

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Connie Bear King
Commissioner Gloria R. Davis
Commissioner Katheryn Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of December 8, 1994.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Report on January 12, 1995 meeting of the Executive Committee.

   (b) Election of the Chair.

   (c) Election of the Vice Chair.

5. REPORT OF THE DIRECTOR

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6. COMMITTEE REPORTS

(a) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner Katheryn M. Fong, Vice Chair
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, January 19, 1995, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Larry Brinkin, Committee Staff

(1) Transgender Legislation.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, January 17, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) MBE/WBE/LBE Advisory Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

(2) Certification Backlog Report.

(3) Certification Denial Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, January 19, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner James Haskell Mayo, II., Vice Chair
Frank Anderson, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, February 2, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(e) Issues Committee
Commissioner May P. Jaber, Chair
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, January 24, 1995, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

(a) February 2, 1995 Committee of the Whole Meeting.

10. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

11. ADJOURNMENT

NEXT MEETING: THURSDAY, JANUARY 26, 1995

W:\GPR\AGENDA.HRC\JAN12.95

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
San Francisco, CA. 94102
(415) 252-2500
TDD: (415) 252-2550

MINUTES OF THE COMMISSION MEETING OF THURSDAY, JANUARY 12, 1995.

NEXT MEETING

DATE: January 26, 1995

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue
8th Floor Conference Room
San Francisco, CA 94102

Commission Chair Lucille Abrahamson called the meeting to order at 4:50 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Mary Gomez Daddio, Vice-Chair; Connie Bear King; Katheryn Fong; Sharon Gadberry; May P. Jaber; Jeanette Lazam; Calvin Y. Louie; James Mayo and Resa Peay-Wainwright.

Excused: Gloria Davis.

HRC Staff

Present: Edwin M. Lee, Director; Larry Brinkin, Brian Cheu, Maria Cordero, Jacquie Hale, Nat Mason, Veronica Ng, Gail P. Roberts, Mary Gin Starkweather, and Gary Wong.

Guests:

L. Earp; Scott Emblidge, Deputy City Attorney; Anna Hoffman, AIAI, Inc.; Al Norman; Erna Pahe, AIAI, Inc.; Shelley Elvira Salieri; Valerie Tulier; and Charlie Walker.

APPROVAL OF MINUTES

***Moved (Mayo)\Seconded (Gadberry)\Passed unanimously to adopt the minutes of the regular meeting of the Commission of December 8, 1994.

REPORT OF THE CHAIR

(a) Report on January 12, 1995 meeting of the Executive Committee.

Commissioner Abrahamson asked Director Lee to summarize his report to the Executive Committee meeting. Director Lee reported that the City Hall Seismic contract was bidded the afternoon of January 11, 1994. The contract is for approximately $510 million. The bid review process will take a couple of weeks.

Commissioner Abrahamson reported that the FY 95-96 General Fund budget was discussed. Members of the budget committee and the Vice-Chair were present at the budget hearing with the Mayor on December 20, 1994. The Mayor suggested ways of cooperation. The Director will report further under his report. The Mayor announced that there may be an 18 million dollar deficit from the State of California. The Committee of the Whole meeting will be at the HRC offices, instead of Commissioner Abrahamson's house, at 4:00 p.m. on Thursday, February 2, 1995. She reminded the Commissioners that the Friends of the HRC next scheduled meeting is Monday, January 23, 1995 at Noon. She urged everyone to attend because one of items to be discussed is the CAHRO conference being hosted by the HRC.

(b) Report of the Nominating Committee

Commissioner Louie related that, at the last meeting, he reported that the Committee recommendations were as follows:

Nominated for Chair are:	Commissioner Mary Gomez Daddio
	Commissioner Jim Mayo
Nominated for Vice-Chair are:	Commissioner Sharon Gadberry
	Commissioner Resa Peay-Wainwright

Commissioner Louie opened nominations from the floor:

Commissioner Lazam nominated the current Chair - Commissioner Abrahamson for Chair and the current Vice-Chair Commissioner Mary Gomez Daddio for Vice Chair; Commissioner Mayo seconded the nomination, withdrawing his nomination as Chair. Commissioner Daddio withdrew her nomination as Chair; Commissioner Peay-

Wainwright, Gadberry, and also withdrew their nominations as Vice Chair.

***Moved (Mayo)\Seconded (Peay-Wainwright)\unanimously in favor of Commissioner Abrahamson for Chair and Commissioner Mary Gomez Daddio for Vice Chair.

Commissioner Abrahamson thanked everyone.

REPORT OF THE DIRECTOR

Director Lee informed the Commissioner that there are new rules and regulations from the City Attorney's Office regarding gifts and honoraria. The annual Economic Interest report must be filled by April 1, 1995.

Director Lee reported that he attended a conference regarding civil rights, which described what has happened since the passage of Proposition 187. The sponsorship for the New California Civil Rights Initiative is in Southern California. A similar measure was introduced in the Assembly last year and failed; however, it will now become a voter initiative which would be placed on the ballot in 1996, a presidential election year. The initiative will restrict any local jurisdiction such as the City and County of San Francisco, from approving or enforcing civil rights legislation because the State will have pre-empted the field. The MBE/WBE Program, affirmative action hiring, and a number of other programs in CCSF would be affected. The HRC should concentrate in building up support for the CAHRO conference which the HRC will host in October 95. The Board of Directors of CAHRO has asked that the HRC request a meeting between the Governor and CAHRO. Commissioner Daddio has identified a person that could help in setting up this meeting; Director Lee asked anyone else if they knew of a contact person to let him know.

Larry Brinkin reported that he attended a meeting with Reverend Jessie Jackson at the Third Baptist Church. Rev. Jackson gave a wonderful presentation and analysis of the last election and he focused on the California Civil Rights Initiative. He focused on what the Initiative will really mean to people to loose their affirmative action rights. Rev. Jackson called a meeting in Washington for January 30, 1995 for ministers to discuss focus points for the California Initiative. He offered the Rainbow Coalition as an organizing force against the Initiative as well. He urged those presents to get involved and have demonstrations, sending press releases and sending a very strong message against the initiative.

Director Lee presented the message from the HRC on Proposition 187 in several languages.

Director Lee stated that there are several people calling regarding the turnaround at

KSFO. They terminated their most "liberal" staff and hired conservative people who are as "retribution" to what happened at KFRC. The radio personality fired from KFRC is coming back with a vengeance. We anticipate a number of complaints. The HRC should emphasize respect to people through the media. The CAHRO conference could be a good channel to emphasize responsibility.

Commissioner Mayo related that radio stations should devote sometime to disperse the myths. The HRC should follow up with those stations.

Commissioner Peay-Wainwright observed that the radio personality, in her opinion, is being rewarded for motivating and promoting controversy.

95/96 Budget Update

Director Lee reported that the budget is in a flux stages until it is known what the State deficit will be. Therefore Director Lee and staff has been discussing re-structuring and continue the efforts to acquire additional work orders from other departments. He will present additional M.O.U.'s for Commission approval.

Director Lee reported that Supervisor Kauffman had re-introduced the Charter Reform.

VISITORS

Charlie Walker related that he was present to complain about the City Hall Seismic bid. He reported that Huber, Hunt, Nichols got the Public Library construction job, only $3 or $4,000 thousand in contracts were awarded to African Americans. Mr. Walker observed that with the City Hall Seismic job being $102 million, only $300,000 was proposed for African American contractors. He urged an investigation into the way that Huber, Hunt and Nichols had done the library job; an investigation into the Airport not awarding contracts to African Americans firms; and review the bonding issue for African Americans. This City Hall bid happened yesterday, January 11, 1995, and he is at the Commission meeting of January 12, 1995 to request that the job be rebid.

Al Norman related that he believed there were improprieties in the way the bid process was handled for the City Hall Seismic contract. He stated that Huber, Hunt and Nichols included subcontractors on their bid without specifying the individual subcontractor bids. As a subcontractor cannot tell whether or not he has been outbidded because the individual subcontractor bids were not included on the bid. He asked that the HRC call the low bidder; Huber, Hunt and Nichols, non-responsive because of these improprieties. There are contractors, Mr. Norman observed, that were coming from across the country

and are being awarded contracts over local minority firms without even attempting to reach the goals set forth by the HRC. According to Mr. Norman, the Library contract had the same problems and Mary Gin Starkweather had to pressure the contractor several times to comply with the goals. He urged the Commission to look into these improprieties of Huber, Hunt and Nichols, which, he believed were very obvious.

Answering a question from Commissioner Fong, Commissioner Daddio reported that the MBE/WBE/LBE Committee will not hear the complaint as yet because the bid were just received January 11, 1995.

Mr. Walker added that the they are asking the HRC not to award the contract to the low bidder until an investigation has been completed.

Answering a question from Commissioner Peay-Wainwright, Director Lee stated that construction bids are controlled legally by State law. Once the bids are opened the HRC role is to monitor for meeting the goals. If the HRC staff finds that they are in compliance, the City department is then notified in conjunction with the City Attorney. If the HRC staff finds that the goals have not been met then, the department, and the City Attorney are also notified. The HRC staff then reviews the second and third low bidder. This process sometimes takes weeks to review. The City Hall Seismic job was just opened January 11. There is $110 million dollars in subcontracting goals to meet. The HRC staff does not have the authority to determine the Commission in the process; because it will become a legal matter.

Commissioner Mayo thanked Mr. Norman for his presentation and invited Mr. Norman to attend the MBE/WBE/LBE Advisory Committee meetings. He stated that the Commission will continue to work to ensure parity in contracts by African American, Latino Americans, and Asian Americans.

Mr. Norman thanked the Commission and stated that he works very closely with Mary Gin in several contracts which are monitored by the HRC.

Answering a question from Commissioner Fong, Commissioner Daddio reported that the next MBE/WBE/LBE Committee meeting is scheduled for January 19, 1995; however, Director Lee and Mary Gin Starkweather need to go through the process of examining the bid packages, then reporting to the department, and City Attorney.

COMMITTEE REPORTS

a) Youth and Education Committee

Commissioner Fong reported that Commissioner Davis had a reoccurrence of her

illness and will not be present at this meeting.

Commissioner Fong reported that at the last committee meeting they heard a report from the Acting chief Probation Officer, Juvenile Hall, Mr. Ed Flowers. The Committee requested that Mr. Flowers come back to the Committee in six months and report about his program. The Youth Summit planning was also discussed. The teen-oriented programs on Channels 4 and 7 will be invited to host the Summit; The Committee also recommended that Superintendent Rojas be invited to the Commission to discuss the revised School Attendance Zone the Commissioners and the members of the Committee. The Attendance Zone address bussing patterns and school assignments.

b) Lesbian Gay Bisexual Transgender Advisory Committee

Staff member Larry Brinkin reported that the Board of Supervisors approved the Transgender Legislation unanimously. Mayor Jordan signed it on December 30, 1994. The HRC will host a reception on Monday, January 30, 1995 from 3:00 p.m. until 7:30 p.m. There will be an amendment to the legislation on how to implement the legislation. There have been a great deal of interest on the Transgender report from all over the United States.

Staff member Brian Cheu reported that this year's "Freedom Day Parade" has been renamed the "Lesbian Gay Bisexual Transgender Freedom Day Parade". At the last parade committee meeting it was unanimously voted to have a theme called "a world without orders" specifically aimed at immigration rights.

Shelley Elvira Salieri reported that in carrying out the legislation she will have a meeting with the National Gay Lesbian Lawyer's Association in Oakland, and will look into forming a committee of Transgender Lawyer's Association that who will provide assistance in carrying out the Legislation. Mr. Brinkin reported that the next committee meeting will hear testimony from Gay Youth Issues, Tuesday, January 17 at 5:30.

c) MBE/WBE/LBE Committee Report

Commissioner Peay-Wainwright reported that one of the highlights of the Committee was a report received from the Navy to discuss their MWBE Program. The Committee has invited him to comeback.

Commissioner Peay-Wainwright introduced Jacquie Hale. Ms. Hale introduced Contract Compliance Officer Mary Gin Starkweather staff member assigned to the American Indian Business Task Force. Ms. Starkweather reported that, since the Task Force formation in November of 1993, the Task Force has held several meetings to discuss strategies of having Chapter 12D of the San Francisco Administrative Code

include American Indian-owned businesses as a recognized. Commissioner Bear King is the chair of the Task Force. Anyone interested in obtaining a copy of the report or to join the Committee call 252-2500 or 557-4714.

Erma Pahe, American Indian Aids Institute commended the HRC for taking the initiative.

Jacquie Hale reported that the Committee also heard a presentation from Nancy Burns, from Burns Painting and Decorating a certified WBE who testified about problems she had encountered in getting paid in a timely manner. Nancy Burns works closely with Gail Roberts, the staff person assigned to prompt payment.

Director Lee provided information regarding a recent court decision involving the MBE/WBE program and affirmative action in Los Angeles, which was won.

Ms. Hale reported that Director Lee has requested compliance staff to help in certification by holding a "certification night". Ms. Hale distributed a denial report for 93/94. A total of 23 firms were denied most because they were not economically disadvantaged. The economically disadvantaged threshold will be discussed at the next Committee meeting.

Director Lee reported that new Small Business Advisory Commission has requested that the HRC join forces to make sure that more contracts go to local businesses, minorities and non-minorities. Director Lee attended meetings to discuss the MWBE program. Their Commission also understands that the HRC has a total of 10 contract compliance which tried to monitor 21 thousand contracts awarded annually.

NEW BUSINESS

Director Lee reported that the Board of Supervisors held a hearing on prompted by a problem that happened at the American Indian AIDS Institute. Consequently, the Board of Supervisors approved a Resolution requesting the Human Rights Commission to investigate the lack of attention given to Native American issues. The Resolution asks the HRC to establish a Task Force and study ways to address issues affective Native Americans. As always, the HRC needs to prioritized what issues can be taken upon by the Task Force due to staff constraints and other issues.

***Moved (Connie Bear King)\Seconded (Gadberry) passed unanimously to establish a Native American Task Force.

Shelley Elvira Salieri stated that, in drafting the resolution, she included establishing a Task Force with a larger mandate. The HRC may find the anecdotal evidence that it

may need. The reason why is mandated to hold a hearing and make a report is to ensure that there is a timeframe and the Task Force does not go on forever. The mandate is to make sure that there is a closure and a goal. The Task Force and the Commission, however, can set the parameters of what they can undertake. Ms. Salieri offered her services as a communications link on what is happening with the Task Force.

CALENDAR MATTERS

The Committee of the Whole will meet on Thursday, February 2, 1995, from 4:00 p.m. to 6:00 p.m., HRC offices, 8th floor.

All committees meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EXECUTIVE	Thursday, February 9, 1995 3:30 p.m.
EMPLOYMENT	Thursday, February 2, 1995 2:00 p.m.
ISSUES	Tuesday, February 28, 1995 5:30 p.m.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, February 21, 1995 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Thursday, February 16, 1995 5:30 p.m.
YOUTH AND EDUCATION	Thursday, February 16, 1995 3:30 p.m.

ADJOURNMENT

Meeting adjourned by Commissioner Abrahamson at 6:30 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JANUARY 26, 1995

4:30 P.M.

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ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Connie Bear King
Commissioner Gloria R. Davis
Commissioner Katheryn Fong
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of January 12, 1995.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

   (a) Introduction of Alex Pitcher, President, NAACP, SF Chapter.

   (b) Consideration of HRC's FY 1995-96 Budget.

6. COMMITTEE REPORTS

   (a) MBE/WBE/LBE Advisory Committee
   Commissioner Resa Peay-Wainwright, Chair
   Commissioner Mary Gomez Daddio, Vice Chair
   Jacquie Hale, Committee Staff

   (1) Committee report.

   (2) Certification Backlog Report.

   (3) Certification Denial Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, February 16, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, February 21, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner Katheryn M. Fong, Vice Chair
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, February 16, 1995, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Issues Committee
Commissioner May P. Jaber, Chair
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, February 28, 1995, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(e) Employment Committee
Commissioner James Haskell Mayo, II., Vice Chair
Frank Anderson, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, February 2, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

(a) Reception to celebrate Transgender Civil Rights Monday, January 30, 1995, from 5:30 PM to 7:30 PM.

(b) Committee of the Whole meeting Thursday, February 2, 1995, from 4:00 PM to 6:00 PM.

10. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

11. ADJOURNMENT

NEXT COMMISSION MEETING: THURSDAY, FEB 9, 1995

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, JANUARY 26, 1995.

NEXT MEETING

DATE: February 9, 1994

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue
8th Floor Conference Room
San Francisco, CA 94102

Commission Chair Lucille Abrahamson called the meeting to order at 4:35 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Mary Gomez Daddio, Vice-Chair; Connie Bear King; Katheryn Fong; Sharon Gadberry; May P. Jaber; Jeanette Lazam; Calvin Y. Louie; James Mayo and Resa Peay-Wainwright.

Excused: Gloria Davis.

HRC Staff

Present: Edwin M. Lee, Director; Larry Brinkin, Brian Cheu, Maria Cordero, Jacquie Hale, Gail P. Roberts, and Mary Gin Starkweather.

Guests:

Kim Adams; Vidal Braverman; Rob T. Bray, NGLTF/Fight the Right; Michael Bitzko; Michael Benedict; Hannah Boltznek; John L. Carroll; Ben Carlson; Vince Crisostomo; George Diaz; Tom DiMaria, GLAAD/SFBA; B. Emerton; J. Paul Emerson, KSFO radio personality; Angela Griffith; John Glen; John Harris; Larry Hickman; John Horris; Edmund Laguardia; Bill Latcher; Joe Leonard; Paul McGinty; Carl Meinswinkel; Jim Murphy; James Normandy; Robert Oakes, Mayor's Office; Virg E. Parks, Act Up Golden Gate; Laura M. Perez; Luis Perez; Alex Pitcher, NAACP San Francisco Chapter; Chris Rodriguez; Robert

Rodriguez; Robert Ray; Jim Schneider; Anastasia Steinberg, ADL; Kurt Salmon; Jeff Sheedy, VP of the Harvey Milk Democratic Club; Bill Thorne; Ann UEDA; Mike Vista; Dale Weatherely; Edmund Wozniak; Edward Zou;.

Commissioner Abrahamson stated that the Commission will hear public testimony as first order of business due to the size of the audience. She called upon Director Lee. Director Lee introduced himself and introduced the Commissioners. He stated that he was aware that people present wanted to speak on the matter of KSFO. Director Lee explained the rules and regulations for public speaking.

Director Lee read the following letter received by the HRC from the Board of Supervisors:

"We are writing to request that the Human Rights Commission (HRC) become involved in the mediation and resolution of complaints regarding comments made by KSFO radio station personality, Jay Paul Emerson. Mr. Emerson is reported to have called for the quarantine of people living with HIV/AIDS on his January 18th morning talk show program. It is also reported that Mr. Emerson said that the HIV virus could be transmitted by coughing.

Several listeners have made complaints to our offices, as well as GLAAD (Gay and Lesbian Alliance Against Defamation) and local gay and lesbian newspapers, regarding Mr. Emerson's comments. The suggestion that people with HIV/AIDS should be placed in quarantine promotes intolerance, discrimination and possible acts of violence against individuals with HIV/AIDS, or individuals perceived to be at risk for AIDS.

Freedom of expression is a right we strongly support. But to use that right to express false information, and promote intolerance is wrong. As members of the Board of Supervisors, we are strongly committed to protecting the rights of all our citizens.

It is our hope that the HRC an initiate contact with KSFO Management to mediate the serious issues raised by these complaints. We will support your efforts. Please keep us apprised of any developments that occur." Signed: Angela Alioto, Tom Ammiano, Carole Migden, Susan Leal, Terence Hallinan, Sue Bierman, Mabel Teng, Kevin Shelley.

Commission Chair Lucille Abrahamson read the following statement:

"The Human Rights Commission was created by the Board of Supervisors in 1964 principally to mediate intergroup tensions and to prevent increased tension. As neutral mediators, our role is to effect good communication between adversarial parties to see if there is a resolution possible in their dispute that is acceptable and productive for everyone.

Additionally, the Commission is charged with identifying and addressing discrimination in San Francisco -- in employment, housing, public accommodations, and City contracting. To that end, we mediate and investigate individual complaints of discrimination, and we participate in efforts to ensure that all San Franciscans have

access to our City's institutions and resources.

The Commission is identified in San Francisco as the primary City department with expertise in discrimination -- how to recognize it, how to combat it, how to prevent it. Our constituents are all San Franciscans, especially those groups who are singled out repeatedly for discrimination.

The Commission also coordinates the City's hate violence reduction program. Having identified hate-based violence as an ever-increasing problem, we have learned that attitudes, stereotypes, and misinformation is more often than not what's behind hate crimes.

Though working on issues in the media is a minor part of our work, we occasionally comment on media representations that are hateful and stereotypical. We firmly believe that media have the First Amendment right of free speech, and every Commissioner and staff member is sworn to uphold the Constitution. However, we as a Commission also have the right and responsibility of free speech, and it is our desire to use that right for the betterment of San Francisco.

WE DO NOT DESIRE, NOR DO WE INTEND, TO CENSOR KSFO OR ANY OTHER MEDIA OUTLET. We don't have the power or authority to censor them, and are not interested in doing so. Censorship is repellent and dangerous. But we do have the right and responsibility to react to hate speech, especially if we receive complaints and are asked to do so. Discrimination against people with HIV is severe in San Francisco, for instance, and one way we can help combat that discrimination is to speak up against it and disseminate good information.

On a few occasions in the past, we wrote letters and asked for meetings with media management. In the meetings, the primary thing we did was to point out the pain that was caused by hateful speech and to communicate what we understand about the connection between hate speech and violence. We also gave our view about stereotypes about certain groups. In virtually every case, the media officials welcomed our involvement in that we were able to be a calm voice and assist them in resolving tensions with listeners. We have even been invited by some media to help.

The media outlets we contact are free to ignore us. We cannot force them to do anything. We only hope that as recognized experts on discrimination, the media will allow us to talk with them about the issues that concern us, and see if there is a way to resolve tensions. In the same way that public health experts might communicate on misinformation about health matters, or public works experts might meet with media regarding the smartest way to prepare for earthquakes, the Human Rights Commission offers its expertise on discrimination and hate. The Board of Supervisors and members of the public asked us to mediate this situation and we are here today to listen those requests."

VISITORS

(Our apologies for any misspelled names)

John Harris, related that he listens to J. Paul Emerson and sometimes agrees and sometimes he disagrees with his views; however, he feels that the Board of Supervisors should not ask the HRC to investigate or muzzle Mr. Emerson. The people should figure out by themselves [how they view Mr. Emerson's remarks].

Larry Pitman, observed that, as a fundamental Christian, he believes that everyone has a right to listen to and say what they want. He related that he hoped everyone present would do something about the Board of Supervisors when their time comes [for re-election].

John Glen, wondered about the priorities of the Board of Supervisors. GLAAD, he believes, should be called the "alliance against criticism". Mr. Glen related the Bay Area Reporter, the Bay Times and the Sentinel engage in heterosexual bashing and religious expressions against Christian, Jewish people, and Muslin people. These expressions are sexual bigotry and religious bigotry, he believed. The Board of Supervisors should investigate these issues, Mr. Glen argued.

Ben Carlson, reported that the Mobilization Against AIDS was founded in 1984 in part as a response to Linden LaRouche's call to quarantining people with AIDS. The reasons why public health people have not considered the quarantine of people with AIDS, setting aside civil rights violations, is that the average incubation period for AIDS is ten years. About a million people are estimated to be HIV positive in this country, about 50% of these are unaware that they are carrying the virus. According to Mr. Carlson, these are some of the reasons why quarantine is not a good idea.

Mr. Edmund Laguardia, believed that the Radio Station should be left alone.

Mr. J Paul Emerson, displayed an MIA (Missing in Action) flag, observing that many are still missing. They fought for freedom of speech. Mr. Emerson recited the Pledge of Allegiance.

Ms. Anastasia Steinberg, Regional Director of the Anti-Defamation League, stated that, since 1913, the ADL has fought anti-semitism and bigotry. They are ardent supporters of First Amendment rights. Hate speech, while not illegal or unconstitutional, is repugnant and fuels acts of discrimination and violence, observiced Ms. Steinberg. She asked that responsibility and sensitivity be showned by KSFO and implored KSFO to think carefully before offering bigotry a legitimate forum.

Jeff (who described himself as a person with AIDS), stated that he has been living with this disease for over ten years. He will ask the KSFO sponsors to withdraw their commercials from KSFO. He has suffered discrimination throughout the system.

Jim Schneider, a retired park ranger, who is married and have three children, observed that he does not consider himself a prejudice person. He likes to listen to KSFO and talk radio. The Radio personalities have the right to say whatever they want, just as the listener has the right to turn the dial on the radio, according to Mr. Schneider.

Ann Ueda, Public Policy Director of the Asian Pacific AIDS Coalition. She reminded everyone that during War World II, Japanese Americans were imprisoned in the unjust belief that they may be spies. People who support Mr. Emerson's views are talking about quarantining people who are HIV positive for the protection of the public on an inaccurate assumption of HIV transmission. Ms. Ueda observed that calling for separation involves revoking people's basic civil rights. She urged the Commission to engage in dialogue with KSFO.

Bill Thorne described himself as a person living with AIDS whose partner died last November following 8 1/2 years of them being together. The last few years were horrible, not only because of the disease, but because of living with discrimination, according to Mr. Thorne. For twelve years, Mr. Thorne worked with health prevention on Hepatitis B, safe sex, and AIDS. Hate crimes include violence against minorities, he observed. In dealing with the cycle of violence, the media is immoral, unethical and additional burden for people with AIDS. It should be stopped immediately.

Edward Zou a Gay man, and a person with AIDS, he observed that the comments from KSFO are unreprehensible. He believes its ironic that the world its getting ready to commemorate the 50th anniversary of the liberation of Auschwetiz. He believes that hate speech starts small and escalates. White middle class Christians of European descent may not understand the trauma of discrimination and oppression in this country because they perhaps never experience it, Mr. Zou observed.

Kurt Salmon read a letter that his friend sent to KSFO.

Jeff Sheedy, VicePresident of the Harvey Milk Democratic Club, expressed outrage at the comments made by KSFO. He believes that the misinformation they are spreading will increase hate and violence towards people with AIDS. He believes their statements are very close to shouting "fire" in a crowded theater. Mr. Sheedy believes that it does not take courage to spread violence against people who are dying. The issue is not about KSFO changing their format. There are plenty of conservatives that do not spread hate and violence towards others. He urged the HRC to take a strong role towards this issue.

Vidal Braverman observed that he is a God-fearing American and believes that quarantining people because of a virus may lead to quarantining people with breast cancer, such as his mother, or his sister who may develop breast cancer. He stated that

his family is now composed of his mother, father and a sister. The rest of his family were exterminated in World War II. In 1933 when they were quarantined because of being Jewish. If quarantine is advocated, it sets a very bad precedent for everyone who may be faced with other viruses.

Bill Latcher requested the copies of HRC's response to the Board of Supervisors be made available to those interested.

Director Lee stated that a file of statements received, statement read by Chair Abrahamson and any correspondence to the Board of Supervisors will be made available to the public.

Vince Crisostomo, an AIDS educator and a provider with people living with AIDS explaiend that initially people with AIDS would die six months after being diagnosed. In the last couple of years, this has changed. Now, there is more hope for people living with HIV. When they hear talk such as quarantining, it creates fear. Mr. Crisostomo educates children in the high schools about the HIV virus. They learn how it is transmitted. If these youth hear conflicting stories, especially on the radio, it would confused. and confusion creates fear and different reactions.

Robert Oakes read a statement from the Mayor written to Mr. Luckoff, General Manager KSFO Radio.

"I am writing concerning the statements being made by KSFO Radio Host, J. Paul Emerson in regards to how the HIV virus is spread. The statements are absolutely false. They create unnecessary fear among people and have resulted in threats being made to the safety of members of the Board of Supervisors and its staff. San Francisco has suffered huge, painful losses as a result of AIDS. Over 13,000 deaths have occurred, and close to 150 people die each month. Calling for the quarantining of people living with HIV disease is nothing short of cruel; it does an injustice to the friends and loved ones who are affected by the HIV epidemic. The hate mail and threats that have been generated as a result of Mr. Emerson's comments only strengthen the resolve of this city to respect fundamental human rights and to embrace diversity. San Francisco encourages robust debate and the healthy exchange of ideas. We believe that such debate will ultimately result in better public policy and a more inclusive democracy. However, when speech is absolutely false and only serves to threaten the public health and safety of our citizens, it must be challenged. Mr. Emerson does have the right to free speech. He does not have the right to go unchallenged. San Francisco's Board of Supervisors acted properly in requesting the Human Rights Commission to enter into dialogue with KSFO to try to resolve this problem. No one is trying to chill free speech. On the contrary, dialogue between the Human Rights Commission and KSFO calls for more, not less, speech. I hope that all people who want to live in a community with a

high quality of life recognize the need for increased dialogue in this matter, and encourage mature, responsible debate to take place. I also hope that the management of KSFO will take immediate action to remedy this unfortunate situation. [signed Mayor Frank M. Jordan].

Robert Rodriguez described himself as an immigrant who came to the United States as a young boy. He served in Vietnam. He has lost family and friends. He has been in many demonstrations. He has seen much hatred and violence. He believes Mr. Emerson can solve this problem by making statements on the radio against violence and hate and not advocating it. Mr. Emerson needs to advocate for peace, Mr. Rodriguez argued.

Mike Vista, does not necessarily agree with Mr. Emerson, however, he can choose whether or not he listens to the radio. Mr. Vista explained that, if people overreact and welch on things, then other views are not heard. He wants to be able to choose to hear different viewpoints.

Robert Ray, works with the National Gay and Lesbian Task Force. His organization tracks and correlates hate speech against Gay and Lesbians. The kind of speech aired by KSFO is exactly the kind of rhetoric that they have tracked that fuels intolerance of violence and intimidation. Speech is protected, but not incendiary language, such as screaming fire in a crowded room and San Francisco is a crowded room. Mr. Ray asked the HRC to ensure that everyone lives in a community that is respectful, compassionate and free of fear.

Kim Adang, responded to Mr. Emerson's remarks about POWs. She stated that her father fought and died as a POW. She hoped that he fought and died not only for Mr. Emerson's supporters but for everyone. If Mr. Emerson advocates for the quarantine of people with HIV, he is basically denying these people "life, liberty and the pursuit of happiness". They do not stop being a citizen of this Country. What Mr. Emerson is doing is disenfranchising a segment of the population, Adang observed.

Mary Gin Starkweather; described herself as a Catholic and a liberal and probably one of the few people that still wears her MIA bracelet from 1968. She remembered the Pope embracing Barry O'Rourke, who received AIDS through blood transfusion. If the Pope, who is probably the bastian of conservatism in the whole universe, according to Ms. Starkweather, embraces AIDS, how can we second guess and try to alienate people with AIDS. Jesus Christ always embraced the people who other people wanted to throw away, observed Ms. Starkweather.

Michael Benedict; who described himself as a healthy heterosexual, with two young children, thanked God that he does not have AIDS and hopes that nobody else gets it. He believed that J. Paul Emerson did not bring up the topic. Mr. Benedict thought that

it was a caller who asked the question because he believed that he could not get good information from the newspapers or other radio stations. Mr. Benedict wondered, with what is not known about the virus would people bet all their assets that what Mr. Emerson is saying is false?

Hannah Boltznek; she believes that in this Country there is freedom of speech; however, she thinks that it may not be true. She came from Poland ten years ago. She believes that sexual orientation is a preference and the subject should be left at home.

Dale Wetherley, listens to J.Paul and does not agree with everything he says; however, he believes in the quarantine issue. He does not believe that is a Gay/Straight issue. There are many people who have AIDS and he feels sorry about them. He does not have AIDS nor wish to become in contact with people with AIDS and for some unknown reason may get AIDS. This is the why he advocates that people with AIDS be quarantined.

Not identified: has lived in San Francisco for many years and believes that he have seen the City going from bad to worse. This is the first time that San Francisco has a radio station where a person with a conservative view can call and speak. He really believes that publicly funded agencies, such as the Human Rights Commission, should not investigate radio stations. The tax payers of San Francisco do not deserve to be sanctioned.

Joe Leonard: observed that KSFO has been a breath of fresh air. He would not have known about the Human Rights Commission if it had not been for KSFO. People do not really know how the AIDS virus is transmitted. People have a right to be fearful and voice their opinions. The experts are not even sure of how the virus is transmitted.

Commissioner Abrahamson thanked everyone for attending this portion of the meeting.

REPORT OF THE DIRECTOR

NAACP S.F. Chapter

Director Lee introduced Mr. Alex Pitcher, who became the president of the NAACP S.F. Chapter this year. Mr. Pitcher thanked Mr. Lee. He wanted to dispel any views that may not necessarily be true regarding the NAACP. The NAACP at the national level is working very well. The goals for this year are to increase the membership by 10,000; increase the voter registration by minorities including blacks; increase voting by those registered by minorities and blacks. According to Mr. Pitcher, the unemployment rate by Blacks in the Bayview Hunter's Point and the NAACP will take this as one of the number one issues. Mr. Pitcher stated that the NAACP will work closely with the Human Rights

Commission on these issues. He noted that affirmative action programs are under attack and he feels that it is aimed at African Americans; however, it will affect more than African Americans and he hopes for a united front. In San Francisco, Mr. Pitcher noted, there is still racism, sexism, and discrimination and the NAACP together with the Commission, Director and staff will fight all these types of discrimination. He reminded the HRC that it was the NAACP who called for the creation of the Human RIghts Commission. Throughout history, Mr. Pitcher stated, all agencies have not worked toward the betterment of all, however, this is their wake-up call, all affirmative action could be abolished. In San Francisco alone, there are many minority, including blacks who are registered voters who do not exercise their vote. Mr. Pitcher stated that, with the HRC's help and God's help, he knows that discrimination could be curtailed.

Mr. Pitcher announced that Director Lee and Commissioner Mary Gomez Daddio became members today of the NAACP; Mr. Pitcher dispelled the notion that NAACP is for Blacks only; noting that the first lawsuit that the NAACP took in the West Coast was for a Chinese family and they won.

Commissioner Mayo thanked Mr. Pitcher for coming to the HRC and make such an outstanding presentation. He also announced that the newly elected NAACP's San Francisco Chapter first vice president is Mr. Nat Mason.

95/96 Budget Update

Director Lee reported that the HRC General Fund budget will be discussed at the Committee of the Whole meeting. There is a $95 thousand deficit projected because of increasing in benefits and salaries due to the arbitration awards to SEIU. This is not to blame the Union because they had been denied certain benefits for a number of years. Director Lee will report further at the Committee of the Whole meeting; however, he is requesting a full-funding budget. The HRC's budget does not have any flexibility as all avenues have been exhausted.

Approval of Memorandum of Understanding for Contract Compliance Services between the Human Rights Commission and the UMB Seismic Safety Loan Program.

Director Lee reported that the UMB Program is a $300 million bond program that has been approved by the voters. The HRC will be in charge of monitoring owners of building and contractors with their employment workforce, affirmative action, MBE/WBE, and also prevailing wage, economically disadvantaged individuals, and local hiring. These are additional requirements and Director Lee will assign appropriate staff.

***Moved (Daddio)\Seconded (Jaber)\the UMB-MOU was unanimously approved.

COMMITTEE REPORTS

MBE/WBE/LBE Program

Staff person Jacquie Hale reported that the Committee heard a presentation from Laura Wagner-Lockwood who is the Director of Public Finance with the Chief Administrator Officer and is dealing with bonding underwriters. Ms. Wanger-Lockwood MBE/WBE program to change the economic disadvantaged levels fields for Underwriters. The Committee will get more information from underwriters, and the staff is conducting a survey from currently certified underwriters. At the meeting Director Lee reported about set-aside programs, and the budget. The Committee is also discussing membership enrollment, organizational membership etc. A representative of the Presidio will make a presentation at the next meeting.

Regarding the certification backlog report; as a result of the certification night 16 certifications/recertification letters have gone out; 5 denials with registration letters have gone out which were denied mainly because they were not local or economically disadvantaged. There are 30 certification and 12 recertification pending of the backlog applications.

Regarding the denials for fiscal year 92/93 there were 6 total denials which is mostly inaccurate since the MIS program was not in place. In 93/94 there have been 24 denials. In 94/95 since July of 1994 there have been 18 denials.

Answering a question from Commissioner Bear King, Director Lee stated that there is a tentative date of Thursday, February 16, 1995 for the Bonding seminar. There will be a bonding seminar for the Airport staff and everyone else.

Director Lee stated that detail report for the City Hall retrofit program has not been finished; however, the allegation that only $400,000 were awarded to African Americans is not true; through the work of Mary Gin Starkweather and James Fields they have uncovered over 4 million dollars that have been awarded to African American Contractors at the City Hall Seismic. In all areas, including painting, demolition, concrete work, epoxy, etc. There are approximately 8-9 contractors who are African Americans.

Lesbian Gay Bisexual Transgender Advisory Committee

Ms. Cynthia Goldstein reported that the main discussion at the last committee meeting was a presentation on youth issues. There were three members of the youth community who made presentations about their own life about growing up being Lesbian or Gay; discrimination they face being in High School, adult counselors, etc. The committee also discussed recruitment. There have been 24 applications received

interviews will take place in the next couple of weeks. Ms. Goldstein reminded the Commissioners that the reception celebrating the Transgender legislation is scheduled for January 30, 1995 at 5:30 p.m.

Youth and Education Committee

Commissioner Fong reported that the January 19, 1995 meeting heard a presentation by Joyce Chisolm, Director, SFUSD's Special Education Department, on Special Education Programs. More than 11% of the 62128 students in the SFUSD are enrolled in Special Education classes. Ms. Chisolm was requested to address the following issues: the process for student placement, the evaluation of students referred for placement by their parents, identification of teachers with disproportionate rates of referral, teacher preparation for Special Education and the availability of ethnically diverse credentialed teachers, assignment of African American students to Learning Handicapped classes or their equivalent, and the overall operation of the Special Education Department. In San Francisco as well as districts throughout the country, African American students are heavily over represented in Special Education programs in comparison to their percent in the district as a whole. In San Francisco, African American students are 18.1% of the SFUSD, but 37% of Special Education; however, this represents a very dramatic decline from 85% in Learning Handicapped classes prior to the arrival of Superintendent Rojas.

The Superintendent, whose background is in Special Education, has instituted the Superintendent's Intervention and Prevention Committee. In their first year of operation (92-93), they were in eight schools. Twelve more schools were added for the next school year. Schools were selected on the basis of the high number of Special Education referrals. The eight schools which began this program reported an 84% decline in the number of students referred to Special Ed between the 1992-93 school year and the 1993-94 school year.

The Committee heard a brief update on the School District's report on ATTENDANCE ZONES Preliminary Findings. The Superintendent is expected to address the issues involved in the revisions to the Attendance Zones at the February 23, 1995 HRC meeting.

The Balanced Media Task Force reported on its January 18, 1995 meeting. Janine Chagoya reported that the Task Force would like to develop a method of identifying student work which the media may be interested in utilizing. About half of the participants in the January 18 meeting were youth. The Task Force is seeking to expand the involvement of young people in balanced media coverage.

Staff followed up on invitations to "First Cut" on Channel 4 and "Straight Talk N

Teen" on Channel 7 to determine whether or not they would be interested in hosting the Youth Summit. The producer of "First Cut" has not yet responded. Karen Taylor, the producer of "Straight Talk N Teen", has indicated that their show would be very interested in covering the Summit; however, she does not believe that the Youth Summit lends itself to be hosted on television.

At the February 16, 1995 meeting, Keith Jackson, the recently installed Commissioner of the San Francisco Board of Education, will discuss his educational views and priorities. Jointly, the Youth and Education Committee and the Youth Summit Task Force will devote the majority of the meeting to planning for the Youth Summit.

NEW BUSINESS

Commissioner Arahamson asked Commissioner Mayo to take the Chair for the Employment Committee. The committees will be discussed at the committee of the whole and in March she will make decisions on chairs of the committee for the year.

APPROVAL OF MINUTES

***Moved (Mayo)\Seconded (Jaber)\unanimously in favor to approve the minutes of the Commission Meeting of January 26, 1995.

CALENDAR MATTERS

The Committee of the Whole will meet on Thursday, February 2, 1995, from 4:00 p.m. to 6:00 p.m., HRC offices, 8th floor.

All committees meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EXECUTIVE	Thursday, February 9, 1995 3:30 p.m.
EMPLOYMENT	Thursday, February 2, 1995 2:00 p.m.
ISSUES	Tuesday, February 28, 1995 5:30 p.m.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, February 21, 1995 5:30 P.M.
MINORITY/WOMEN/LOCAL	

BUSINESS ADVISORY	Thursday, February 16, 1995 5:30 p.m.
YOUTH AND EDUCATION	Thursday, February 16, 1995 3:30 p.m.

ADJOURNMENT

Meeting adjourned by Commissioner Abrahamson at 6:30 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

COMMITTEE OF THE WHOLE SPECIAL MEETING

THURSDAY, FEBRUARY 2, 1995

4:00 P.M.- 6:00 P.M.

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To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD).

AGENDA

1. Discussion of HRC reorganization plan and streamlining proposals.

2. Discussion of the organization of HRC's standing committees.

3. Discussion of developing an HRC Plan of Action and establishing HRC Priorities.

4. Discussion of HRC's FY 95-96 General Fund budget.

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
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MINUTES OF THE COMMITTEE OF THE WHOLE MEETING OF THURSDAY, FEBRUARY 2, 1995.

NEXT MEETING

DATE: February 9, 1995

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue
8th Floor Conference Room
San Francisco, CA 94102

Commission Chair Lucille Abrahamson called the meeting to order at 4:05 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Mary Gomez Daddio, Vice-Chair; Connie Bear King; Katheryn Fong; Sharon Gadberry; May P. Jaber; Jeanette Lazam; Calvin Y. Louie; James Mayo and Resa Peay-Wainwright.

Excused: Gloria Davis.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Larry Brinkin, Maria Cordero, Brian Cheu, Cynthia Goldstein, Jacquie Hale, and Gail P. Roberts.

BUDGET 95/96

Director Lee presented the outline of the FY 95-96 General Fund budget. The Mayor has requested the HRC to prepare its budget with an $85 thousand deficit; however, Director Lee emphasized that there are at least two new ordinances that were assigned to the HRC which will require additional resources. Director Lee stated that the positions outlined with double asterisks are positions that the HRC is requesting additionally. The HRC is asking for an increase of about $180,000 over this year's budget. Director Lee

believes that very few departments will be asking for an increase in General Fund support. The Director needs the HRC's Budget Committee and overall support of the Commission in making an appearance in front of the Board of Supervisors and lobbying for the increase. The HRC should argue that its work is a public safety issue.

Commissioner Abrahamson stated that there will be a reorganization plan meeting.

1. Internal HRC Organization

A. **Committee Structure**; Director Lee stated that, as a result of discussions between the Commissioners and staff, he believes that there is an apparent decision to operate with four committees.

B. **Staffing Levels**: Presently, it takes a considerable amount of time from staff.

C. **Task Forces**: The following task forces are assigned to a particular committee:

EMPLOYMENT COMMITTEE

	Staff in Charge
Sexual Harassment Task Force	Veronica Ng
Program Goals Revision Sub-Committee re: Construction and A/E and Local Hiring	James Fields James Fields/Frank Anderson
Employment Demographics ("One Drop of Blood") Issue	Frank Anderson
Save Affirmative Action (to be established 3/2/95)	
City's Re-Employment Consortium	Frank Anderson/Ed Lee
Committee on African American Parity	James Martin, et.al.

NOTE: HRC Employment/AA Unit staff serves and participates in many other committees, task forces with community/government organizations. These activities are very time consuming.

LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE

There are no task forces at this time. The Transgender Task Force recently became an independent community group, though it will meet at HRC for a while and staff will participate. The Anti-Racism Task Force published its findings and they are currently being considered by the Committee. The LGBTAC will hold its annual planning retreat on March 11 and a task force or two may come out of that.

MBE/WBE/LBE COMMUNITY ADVISORY COMMITTEE

American Indian Business Development Task Force which officially was established by MWLBE Committee but operates independently.

*Task Force on Professional Services Program which also examins General Services and Equipment and Supplies.

Task Force on Non-Profits is essentially inactive because its works was done by Jacquie Hale.

Task Force on Brokers and Suppliers is essentially inactive as its work is done, but it has not officially been disbanded.

*Task Force on Certification is very active and is staffed by Jacquie Hale.

Second Annual MBE/WBE Awards Breakfast, the Task Force will be established in June or July 1995.

*Currently requires staff work in addition to regular Committee work.

ISSUES COMMITTEE

Issues has no sub-committees or task forces. Staff is a member of the following Task Forces:

1) Housing Authority Hearing Planning Committee
2) U.S. Department of HUD Title III Task Force
3) Mayor's Homeless Budget Advisory Task Force
   - Continuum of Care Committee
   - Civil Rights Subcommittee

YOUTH AND EDUCATION COMMITTEE

Balanced Media Task Force	Gail Roberts
Youth Summit Task Force	Gail Roberts

The SFUSD Student Handbook Revision Task Force is currently inactive; however, it may be reactivated in a few months.

Member of the ADA Compliance Task Force - City Wide

DISCUSSION

Director Lee stated that Task Forces should be established with a target date; i.e., the Transgender Task Force ended with the approval of the Transgender Legislation.

Director Lee observed that the City will be establishing a youth commission following passage of Proposition R. The HRC needs to investigate what the charge of new Youth Commission will be.

The Issues Committee, as Commissioners have pointed out is where all other issues not related to employment, youth and ed, MBE/WBE, Lesbian Gay Bisexual Transgender, are referred. If the Issues Committee is dropped, then those issues which would have been referred, will be referred to a meeting of the Executive Committee. The Commissioners would then establish task forces to handle issues are these come before the Commission.

Commissioner Mayo observed that there are different commissions such as the Delinquency Prevention Commission, the Juvenile Justice Commission and the Juvenile Prevention Commission; however, these address a specific segment. The Youth and Education Committee is needed to handle that which the others do not address.

Answering a question from Commissioner Daddio and Director Lee, Ms. Roberts stated that the Youth Commission will not be in place until two years from now. She stated that the uniqueness of the Youth and Education Committee is its membership has youth and representatives of diverse groups.

Director Lee related that the Youth and Education and Issues Committees are committees which react to issues brought to them. Many of these issues may not be the HRC's; whereas the MBE/WBE/LBE Committee, Employment and LGBTAC are responding to mandates from the Board of Supervisors. This is the reason he is focusing

on those two committees. Staff then are thrusted into the issues which have been brought in.

Answering a question from Commissioner Mayo, Director Lee stated that consolidating committees and staff is still being discussed among staff. Employment and housing issues are issues that may look favorable in joining committees and staff.

Staff person Larry Brinkin stated that separate unit within the HRC is very important for focusing on these issues directly. The LG/AIDS HIV unit used to be a part of the Dispute Resolution unit until it considered appropriate to separate them.

2. HRC Priority & Setting Priorities

A. Current established areas:

Employment; Commissioner Mayo stated that HRC major priority should be affirmative action protection and increasing employment and business opportunities for African Americans using 12B and 12D. He asked that businesses, government, and labor be researched to identify goals and opportunities. The Local Hiring Ordinance should be evaluated to determine if the City is achieving its goal for local hiring. Director Lee stated that statistics are kept regarding employment and contract dollars on City contracts. Commissioner Mayo suggested that a comprehensive affirmative action plan developed addressing government, and businesses in the City. This plan should be target oriented.

MBE/WBE/LBE staff person Jacquie Hale stated that affirmative action may be compared to whatever is in San Francisco, what has worked and what can work in the future. Commissioner Bear King believed that the legality of quotas must be addressed. Commissioner Abrahamson observed that the HRC is the local agency responsible for affirmative action.

Gay Lesbian Bisexual Transgender Sexual Orientation staff person Larry Brinkin observed that making affirmative action the theme is a good target. Lesbian Gay Bisexual Transgender owned businesses are usually owned and operated by non-minorities.

B. How do we deal with new issues?

Director Lee stated that whenever issues in the media arise, he recommends

that a Media/Mediation Team, staffed by volunteer experts in the media field, Commissioners and the Director. Director Lee and Commissioners Bear King and Louie will meet with KSFO.

Discussion ensued regarding public services announcements and affirmative steps in promoting diversity.

3. Developing an HRC Plan of Action

A. Responding to Issues
B. Affirmative issues - recognizing trends

Commissioner Abrahamson stated that dealing with pro-active issues such as the Youth Summit. should be part of a plan of action. Larry Brinkin stated that the Department of Public Health should be approached in order to secure monies for the AIDS/HIV Representative position. Director Lee will be approved DPH.
The new Transgender position is unfunded and the HRC will be pursuing funding through the General Fund.

4. Our 1995-96 Budget

A. Support Needs - General Fund

Answering a question from Commissioner Abrahamson, Director Lee stated that he has been training and shifting staff from doing employment work to contract monitoring because most of the Work Orders are for this area. Unfunded vacancies the employment area must now be filled because of the Local Hiring Ordinance.

B. Work Orders; MOUs make it feasible to work cooperatively with other City departments. The HRC would pursue the DeYoung Museum to make sure that they follow the City Ordinances. Director Lee reported, that together with Mara Rosales, the Chef Deputy City Attorney at the Airport they are seeking to sell their expertise regarding the MBE/WBE/LBE program and the disparity study which leads to a program. They are about to enter into an agreement with the Orange County Transportation Authority to conduct a disparity study. It will require Director Lee to fly down to L.A. along with some staff persons, to set and to assist with the disparity study. The grant is approximately $50,000. The Director is also in communication with the City of L.A. for another possible Work Order. Director Lee stated that the Housing Authority needs contract compliance help since they are tearing down and rebuilding all the housing projects. The developers from HUD would decide who receives the contracts. Geneva Towers will be directly related with the Mayor's Office of Housing

and the HRC will receive part of an MOU.

C. Proposal/Grants: Mr. John Griffin the grant writer has secured a grant for the Police Department. The HRC is now in communication with the Police Department regarding the grant.

The meeting adjourned by Commissioner Abrahamson at 6:00 p.m.

Respectfully Submitted:
Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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EXECUTIVE COMMITTEE MEETING

THURSDAY, FEBRUARY 9, 1995

3:30 P.M.

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AGENDA

1. Discussion of HRC reorganization plan and streamlining proposals.

2. Discussion of the organization of HRC's standing committees.

3. Discussion of developing an HRC Plan of Action and establishing HRC Priorities.

4. Discussion of HRC's FY 95-96 General Fund budget.

REGULAR MEETING

THURSDAY, FEBRUARY 9, 1995

4:30 P.M.

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Connie Bear King
Commissioner Gloria R. Davis
Commissioner Katheryn Fong
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright

AGENDA

ORDER OF BUSINESS

1. ROLL CALL
2. APPROVAL OF MINUTES

   (a) Regular meeting of January 26, 1995.
3. GENERAL COMMUNICATIONS
4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

(a) Report on February 2, 1995 meeting of the Committee of the Whole.

(b) Report on February 9, 1995 meeting of the Executive Committee.

(c) Approval of Resolution of Commendation for former Commissioner Sharon Gadberry.

6. REPORT OF THE DIRECTOR

(a) Discussion of HRC's FY 95-96 General Fund budget.

7. COMMITTEE REPORTS

(a) Employment Committee
Commissioner James Haskell Mayo, II., Vice Chair
Frank Anderson, Committee Staff

(1) Presentation on the Committee on African American Parity: Jim Martin, Coordinator.

(2) Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, March 2, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) Issues Committee
Commissioner May P. Jaber, Chair
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, February 28, 1995, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(c) MBE/WBE/LBE Advisory Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Certification Backlog Report.

(2) Certification Denial Report.

(3) No Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, February 16, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner Katheryn M. Fong, Vice Chair
Gail P. Roberts, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, February 16, 1995, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Larry Brinkin, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, February 21, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. NEW BUSINESS

10. CALENDAR MATTERS

11. ADJOURNMENT

NEXT MEETING: THURSDAY, FEBRUARY 23, 1995

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, FEBRUARY 9, 1995.

NEXT MEETING

DATE: **February 23, 1994**

TIME: **4:30 P.M.**

PLACE: **25 Van Ness Avenue**
8th Floor Conference Room
San Francisco, CA 94102

Commission Chair Lucille Abrahamson called the meeting to order at 4:35 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Connie Bear King; Gloria Davis; May P. Jaber; Jeanette Lazam; and Resa Peay-Wainwright.

Excused: Mary Gomez Daddio; Gloria Davis; and Calvin Y. Louie

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson; Larry Brinkin, Brian Cheu, Maria Cordero, Jacquie Hale, Gail P. Roberts, and Mary Gin Starkweather.

Guests:

Jim Martin, Al Norman, and Charlie Walker.

REPORT OF THE CHAIR

Executive Committee Meeting of 2/9/95

Commissioner Abrahamson reported on the discussions regarding staffing needs for the Local Hiring Ordinance and the Affirmative Action program. The Commissioners have decided at this time not to do away with any of the committees. Staff will check the

proposed youth commission to see whether or not there will be any duplication of services. A suggestion was that items which would have been referred to the Issues Committee would be addressed at the Executive Committee which may establish task forces as needed. It was suggested that a work order might be pursued from the San Francisco Unified School District. Short term goals would be in the areas of affirmative action in employment.

Commissioner Abrahamson requested that the form for Commissioners to indicate their committee preferences be returned either to her or Maria Cordero. She needs to make a decision on committee assignments very soon.

RESOLUTION COMMENDING COMMISSIONER SHARON GADBERRY

WHEREAS, Dr. Sharon Gadberry served as a Commissioner from August of 1992 until January of 1995; and

WHEREAS, Dr. Sharon Gadberry served as Chair of the Employment Committee while a Commissioner on the Human Rights Commission, advocating equal employment opportunities and fair employment practices; and

WHEREAS, Dr. Sharon Gadberry, drawing upon her expertise as President of the Transitions Management Group, pioneered and chaired the Re-Employment Consortium which, with the Mayor's support, sought to assist City departments with layoffs of City workers; and

NOW, THEREFORE, BE IT RESOLVED, that the Human Rights Commission commends Dr. Sharon Gadberry for her dedicated and committed service as a Commissioner on the Human Rights Commission; and

FURTHER, BE IT RESOLVED, that the Commissioners and staff of the Human Rights Commission congratulate Dr. Sharon Gadberry on her appointment as a Commissioner on the San Francisco Health Commission; and

STILL FURTHER, BE IT RESOLVED, that the Commissioners and staff of the Human Rights Commission convey their appreciation to Dr. Sharon Gadberry for her service, wishing her well in her future endeavors.

***Moved (Lazam)\Seconded (Peay-Wainwright)\Unanimously approved.

REPORT OF THE DIRECTOR

Director Lee congratulated former Commissioner Jim Mayo on his appointment as a Trustee in the Community College Board of Governors.

Director Lee stated that the HRC General Fund budget for FY 95-96 is still in discussions with the Mayor's Office. Director Lee is meeting with the Mayor's Office on Monday, February 13, 1995, at which time the General Fund budget will be discussed. The Director wishes to be in close agreement with the Mayor's Office, therefore, the budget will not be presented to the Commission for adoption until the following meeting.

Director Lee reported that Commissioner Bear King and Commissioner Louie attended a 2 1/2 hour session with KSFO on Wednesday, February 8, 1995. Representing KSFO were the Assistant General Manager, Jeff Swanson and the Program Manager Alison Hodges. The General Manager was out of town, but phoned in while the meeting was taking place. The purpose of the meeting was to establish a relationship between the Radio Station and the City. A conclusion was not sought except to continue a dialogue. The meeting covered a full explanation of the HRC's mandate. The Radio Station management's believed that the HRC were intruded into an unauthorized territory, without experience and without adequate foundation. KSFO explained that they were establishing the first "real conservative talk show" on the West Coast. They felt that the HRC was there to mediate between "conservative vs. liberal". Director Lee explained that the reasons why the HRC was involved was because there was hate speech and misinformation in health-related areas to the public. KSFO explained their history, the way they evolved and why they believe in conservatism. KSFO explained their view in protecting public speaking. The HRC spoke regarding the quality of public speaking. Director Lee believed that the HRC made the point that it was the Radio Station's responsibility to develop the boundaries in which they work. The HRC could explain what hate speech leads to and what has occurred in the past. When speech is not self controlled and there are no boundaries, abuses occur. There was an agreement along these lines. There was also a recognition that current activities that are of economic impact to the Station was registering themselves very clearly. The HRC assured KSFO that the HRC is not out to hurt their business. Focus of future discussions would be what KSFO's standards should be. If these could coincide with free speech and the boundaries between enlightening vs. inciting people; pattern in practice between personalities vs. isolated incidents and were the role and responsibilities of a radio station vs. government. Commissioner Bear King stated that she found management to be receptive to the idea of setting a healthy broadcast and not ostracizing groups. The question was raised as to where does an opinion stops being an opinion and begin to be racism.

Director Lee stated that he will report on an on-going basis. Certainly, ABC's national corporate company is closely monitoring the events.

Answering a question from Commissioner Peay-Wainwright, Director Lee stated that he has not set time frame to respond to the Board of Supervisors. He would like to answer their request when significant progress has been made.

Director Lee reported on a meeting he attended, along with Frank Anderson and James Fields, regarding Affirmative Action. He stated that there were over 200 people in attendance representing of non-profit, unions, concerned citizens, activists, and businesses. There was solid unity around the need to work together on a broad basis to stop or defeat the upcoming ballot initiative which is the ACA2-Civil Rights Initiative. The meeting was focused on setting up committees, and current efforts to identify organizers and campaign people to help.

Frank Anderson stated that the Employment Committee will be discussing the initiative as a whole and not focus on a single piece of legislation such as ACA 2 could be revived into another form.

Director Lee stated that Affirmative Action will the theme for the CAHRO conference.

Answering a question from Larry Brinkin, Director Lee stated that there are several efforts being made to stop the signature gathering process and also to propose an alternative initiative simply reading as the Constitution reads.

Commissioner Davis stated that the movement is very serious and should not be taken lightly.

COMMITTEE REPORTS

Employment Committee

Frank Anderson reported that the meeting held on February 2, 1995 was the last meeting of the Committee year. The Committee will be reorganized by the next meeting. Because three-fourths of the members are interested in continuing with the Committee, there will not be many openings.

The programs addressed provided by the Employment Committee such as programming areas; contract monitoring, individual complaints, dispute mediation, technical assistance, and supported services. Major projects were discussed such as; revision of the goals in the construction program and Architect and Engineering and work involved in Local Hiring Ordinance approval. There was preliminary discussion of Assembly Bill No.24 which would English the official State language. Mr. Anderson believed this to be another measure to dismantle Affirmative Action.

The Committee meeting was adjourned in memory of Mrs. Ruth Williams, a Hunter's Point community activist and the mother of Kevin Williams, who recently past away. Mr. Anderson was presented an award by the New Ways Workers recognizing the HRC for its role in employment.

Mr. Anderson introduced Mr. Jim Martin, CAAP Coordinator. Mr. Martin stated that one of the main focus of the Committee for African American Parity is to have a retreat. The target date is early March at the San Francisco State University Visitors Center. Mr. Martin reported that Pacific Bell awarded a grant of $1,000 to CAAP towards the cost of facilitating finances. Mr. Martin thanked the HRC staff for their assistance in gathering data and accessing data throughout the City. CAAP is presently discussing the development of an African American Insurance Association. This Agency will ensure that African American businesses will have access to low cost insurance. Once the mechanism is in place, then the other minority businesses would be able to join. Mr. Martin is working together with the San Francisco Black Chamber of Commerce as the target office. Mr. Martin is also involved with the Geneva Towers relocation efforts. Approximately 40 families have been relocated, eight of these families have left San Francisco. Mr. Martin will meet with these eight families to find the reasons for their decisions not to remain in the City. The same type of effort will be used for the Hayes Valley housing. The San Francisco Energy Corporation is working towards achieving maximum community participation. They are looking at approximately $300 million project and an additional $800 million in terms of spinoff opportunities. Bonding sources that can be used for the long term are also being considered. The Regional Community Development Bank, housed in Oakland want to focus on building homes and making sure that there is a portal access to these homes.

Issues Committee

The report was postponed to the next Commission meeting.

MBE/WBE/LBE Advisory Committee

Certification Backlog:

Ms. Jacquie Hale reported that pending backlog applications are 91; however, most of these have been sent letters requesting additional information; Sixty one applications have been completed. Pending applications are 110.

Denial Report

Eighteen applications were denied. Of these, five were denied because they were not woman owned and controlled; five because they were not local and eight because

they were not economically disadvantaged.

Youth and Education

Commissioner Davis reported that Rosa Parks will be addressing San Francisco State University students on February 22, 1995. She will also be at International Studies Academy in Potrero Hill, on February 24, 1995, the unveil of a mural.

Lesbian Gay Bisexual Transgender Advisory Committee

Larry Brinkin reported that at its February 21, 1995 meeting, there will be a panel of speakers addressing the issue of the religious right wing's attack on the community. The annual planning retreat is scheduled for March 11, 1995. One of the issues being discussed, besides what will be the Committee's focus for the coming year, will be to see how the Lesbian Gay Bisexual Transgender Committee could be effective in supporting Affirmative Action.

VISITORS

Mr. Charlie Walker; who identified himself as representing African American Truckers, related that he believed that the HRC is continuing to exclude African American truckers. Mr. Walker expressed disappointment that the Mayor did not meet with him and was disenchanted with the HRC who he believed had turned against the African Americans. Mr. Walker was of the opinion that African American contractors are receiving only $300,000 out of the City Hall Seismic Project regardless of what Director Lee reported. Mr. Walker asked for a representative of the Commission to attend their meeting at the Southeast Community College on Saturday, February 11, 1995 at 10:00 a.m.

Al Norman; expressed his unhappiness with the outcome at the City Hall Seismic Project. He believed that the HRC allowed too much latitude to prime contractors. As a subcontractor he was listed under several primes. Mr. Norman believes that a prime can chose subs by ethnic background. For example, they don't want a Black Trucker, they can pick a Hispanic and so forth. He would like the Commission to consider a policy change. The HRC should not lean on certain ethnic groups because primes can then play minorities against minorities, according to Mr. Norman.

ANNOUNCEMENTS

Commissioner Jaber stated that after 6 1/2 years of serving on the Commission, she is tendering her resignation. She is very grateful and the time she spent here she will treasure.

Commissioner Abrahamson stated that the HRC looses a great person and hopes that Mr. Jaber can be involved with the HRC as much as her personal life will allow her. Director Lee observed that Commissioner Jaber has been with the Commission through its most tumultuous times and also its most happiest of times. She has created a lot of memories and set standards for staff. The staff will dearly miss her dedication and commitment.

CALENDAR MATTERS

All committees meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EXECUTIVE	Thursday, March 9, 1995 3:30 p.m.
EMPLOYMENT	Thursday, March 2, 1995 2:00 p.m.
ISSUES	Tuesday, March 28, 1995 5:30 p.m.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, March 21, 1995 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Thursday, March 16, 1995 5:30 p.m.
YOUTH AND EDUCATION	Thursday, March 16, 1995 3:30 p.m.

ADJOURNMENT

Meeting adjourned by Commissioner Abrahamson at 6:30 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, FEBRUARY 23, 1995

4:30 P.M.

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ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Connie Bear King
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meetings of January 26, 1995 and February 9, 1995 and the February 2, 1995 Committee of the Whole meeting.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Approval of Resolution of Commendation for former Commissioner May P. Jaber.

   (b) Approval of Resolution of Commendation for former Commissioner James Haskell Mayo II.

5. REPORT OF THE DIRECTOR

   (a) Approval of HRC's FY 95-96 General Fund budget.

   (b) Discussion of Challenges to Affirmative Action.

   (c) Consideration of proposed Board of Supervisors' Resolution in opposition to Assembly Constitutional Amendment 2, opposing affirmative action.

   (d) Consideration of HRC's Position Statement on Affirmative Action.

   (e) Approval of letters to the Chancellor of the University of California and to Boalt Hall School of Law addressing hate violence materials.

6. COMMITTEE REPORTS

(a) MBE/WBE/LBE Advisory Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Acceptance of FY 93-94 MBE/WBE Progress Report and Adoption of Recommendations.

(2) Committee report.

(3) Certification Backlog Report.

(4) Certification Denial Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, March 16, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(a) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner Katheryn M. Fong, Vice Chair
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, March 16, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, March 21, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Issues Committee
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, February 28, 1995, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(e) Employment Committee
Frank Anderson, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, March 2, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

11. ADJOURNMENT

NEXT MEETING: THURSDAY, MARCH 9, 1995

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, FEBRUARY 23, 1995.

NEXT MEETING

DATE: March 9, 1995

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue
8th Floor Conference Room
San Francisco, CA 94102

Commission Chair Lucille Abrahamson called the meeting to order at 4:35 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Mary Gomez Daddio, ViceChair; Gloria Davis; Katheryn Fong; Jeanette Lazam; and Calvin Y. Louie.

Excused: Connie Bear King and Resa Peay-Wainwright.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson; Larry Brinkin, Brian Cheu, Maria Cordero, Jacquie Hale, Gail P. Roberts and Lee Wong (Intern).

Guests:

Niklas Gustafsson, and Shelley Elvira Salieri.

APPROVAL OF MINUTES

Minutes of the Commission meetings of January 26, 1995, and February 9, 1995 and the February 2, 1995 Committee of the Whole Meeting were deferred until the meeting of March 9, 1995 due to the absence of a quorum.

REPORT OF THE CHAIR

Commissioner Abrahamson thanked Commissioners for submitting their committee assignments. The committee assignments are as follows:

Employment	Mary Gomez Daddio, Chair
Issues	Resa Peay-Wainwright, Chair Calvin Y. Louie, Vice Chair (will meet as needed)
Lesbian Gay Bisexual Transgender	Jeanette Lazam, Chair Connie Bear King, Vice Chair
MBE/WBE/LBE	Calvin Y. Louie, Chair
Youth and Education	Gloria Davis, Chair Katheryn Fong, Vice Chair
American Indian Task Force on Business , and on Community Issues	Connie Bear King, Chair Jeanette Lazam, Vice Chair

(a) Approval of Resolution of Commendation for former Commissioner May P. Jaber
(b) Approval of Resolution of Commendation for former Commissioner James Haskell Mayo II.

These resolutions were deferred until the meeting of March 9, 1995 due to the absence of quorum.

REPORT OF THE DIRECTOR

FY 95-96 Budget Update

Director Lee stated that the HRC's General Fund budget request, is not ready for submittal to the Mayor's Office; however, should be ready by the next Commission meeting.

Affirmative Action

The HRC intends to put together an HRC position statements that can be utilized

in future writings about the work of the Human Rights Commission that would be in jeopardy if proposed ballot initiative is approved by the voters.

Commissioner Davis presented a resolution regarding the Boalt Hall School of Law's recent received hate mail. Statements by Bolt Hall Dean Herman Cahill as well as Chancellor's Tin and his speech at the demonstration.

Director Lee reported that the HRC has joined the Mayor and the Board of Supervisors in requesting that the federal goverment continue to fund the Ryan White CARE Act.

Director Lee reported that Commissioner Bear King could not be at the meeting due to illness; however, she wished everyone to know that she was on the radio announcing the formation of the Native American Task Forces and asking for volunteers. All letters of interest will be sent to her. The Board of Supervisors had requested a report from the Commission within three to four months.

Director Lee reported that he will be sending a letter to KSFO requesting a follow-up meeting. Will Schutte, KFRC's General Manager, is meeting with several community groups for follow-up meeting. Director Lee will be attending.

COMMITTEE REPORTS

Youth and Education

Commissioner Davis reported that the Youth and Education Committee met on Thursday, February 16, 1995. Keith Jackson, Commissioner of the San Francisco Board of Education, canceled the presentation of his educational views and priorities to the February 16, 1995 meeting of the Committee. Commissioner Davis concurred with Mr. Jackson not making his presentation because he had only been on the Board of Education since January 1995.

Jointly, the Youth and Education Committee and the Youth Summit Task Force discussed planning for the Youth Summit. Jill Tregor, Director of the Intergroup Clearinghouse, volunteered to meet with the 16 young people who were in attendance at the meeting and/or had been involved in the Youth Summit planning to develop their ideas and priorities. They will be meeting on Friday, March 10, 1995, at the HRC offices. The young people will then report back to the full Committee at its March 16, 1995 meeting. It is critical that the initiative for and the planning of the Youth Summit be by young people themselves.

Commissioner Davis raised the issue of the hate material distributed at Boalt Hall School of Law. The Committee was provided with copies of the relevant information. Attacks

on affirmative action as well as hate speech are critical issues for the Youth and Education Committee because both appear to be flourishing in educational institutions.

The Committee discussed the issue of the proposed youth curfew at some length. This item, with speakers representative of the differing point of view invited, will be the primary focus of the March 16, 1995 meeting of the Committee.

The presentation on the proposed revisions to the School Attendance Zones by Deborah Alvarez-Rodriguez, Director of Intergovernmental and School Linked Services for the District, has been rescheduled from the March 16, 1995 meeting to the meeting of May 18, 1995.

In a letter to Commissioner Davis, the producer of "First Cut" on Channel 4, unlike the producer of "Straight Talk N Teen" on Channel 7, expressed interest in hosting the Youth Summit; however, this program will not be in production for a period of a few months which might conflict with the scheduling of the Summit. Commissioner Davis reported that there are presently discussions on instituting a curfew for youth. The youth parcipants in the Youth and Education COmmittee were encouraged to appear before the Board of Supervisors when the curfew issue is calendared.

MBE/WBE/LBE Advisory Committee

Staff member Jacquie Hale presented the draft of the FY 93-94 MBE/WBE Progress Report and adoption of the recommendations. The MBE/WBE/LBE Ordinance specifies that the HRC is to submit an annual progress report to the Board of Supervisors on the performance of the previous fiscal year by March 1.

The Committee as submitted 13 draft recommendations for changes to the MBE/WBE/LBE Ordinance and Programs. These are:

1. Continue concentrating on big projects to maximize opportunities.

2. Continue concentrating on groups with lowest participation rates.

3. Continue implementation and review of Bonding Assistance Program.

4. Further increase use of Set-Asides

5. Develop methods to strengthen support of Local Truckers

6. Develop methods to include American Indians in the MBE/WBE/LBE Ordinance

7. Work closely with the Small Business Advisory Commission and the Mayor's Office of Economic Development to enhance outreach.

8. Further Develop the Prompt Payment Program

Recommendations to resolve difficulties MBEs and WBEs experience in receiving prompt payments and to expedite prompt payments have been separated into three categories:

- changes to the MBE/WBE/LBE Ordinance,
- changes to the implementing Rules and Regulations for the MBE/WBE/LBE Ordinance, and
- changes to HRC procedures.

These are as follows:

Changes to the MBE/WBE/LBE Ordinance

- Change the City's Prompt Payment Policy to 30 days rather than the existing Policy of 60 days.
- Invoices submitted from prime contractors and consultants to the City & County and from sub contractors and sub consultants to the prime from HRC certificated MBEs and WBEs are to be red stamped indicating that payment is to be expedited.
- Require the prime contractor/prime consultant to pay its subcontractors/subconsultants within three working days after receiving payment from the City.
- Instruct prime contractors/prime consultants to submit to the City their subcontractor/subconsultant's invoices within one (1) week of receipt. Require prime contractors/prime consultants to bill the City monthly for any and all subcontract work.
- If the prime's failure to follow established Prompt Payment procedures, delays payment to the subs and second tier subs beyond the time specified for payment, then the prime is liable for payment of interest charged to the subs for borrowing cash to pay second tier subs or suppliers.

Changes to the Rules and Regulations

- Streamline the approval method, mandate communication of those involved, limit the number of people involved in the process, and specify the amount of time in which approval or disapproval must be granted.
- Add wording to contracts, stating Prompt Payment Policy and complaint process.

- The Controller is to institute a City-wide system for public posting of contract payments by date, contractor, and amount.
- Instruct City & County departments not to apply prompt payment discounts.
- For each contract, designate City & County employee, eg. project manager, responsible for tracing invoices and to whom businesses are to call when problems are encountered. Make one person, e.g. the project manager, responsible for expediting prompt payment of an invoice.
- Establish accountability for delays in prompt payment. Compile listing of primes which have violated the Prompt Payment Policy.
- The contract awarding authority is to issue written payment procedures to the prime, at the time of award, specifying monthly due date for progress payments, the information to be submitted on the invoice, the procedure for the approval of change orders and emergency work, and the name and phone number of the departmental contact person.
- The prime contractor/prime consultant is to issue written payment procedures to its subs and second tier subs, at the time of award, specifying monthly due date for progress payments, the information to be submitted on the invoice, the procedure for the approval of change orders and emergency work,the agreed upon dollar amount to the subs, and the name and phone number of the prime contractor/prime consultant's contact person.

Changes to HRC Procedures

- Educate prime and subs on measures to expedite prompt payment.
- Educate City & County staff on the business necessity for prompt payment.
- Explain the City's & County's Prompt Payment Policy as part of pre-bid/pre-award process.
- Distribute informational flyers with Bid and Contracting Opportunities and with bid and RFP packages.

9. Streamline the Certification Process and Develop New Methods for Assisting *Bona Fide* MBEs/WBEs to Get Certified.

As a result of staff reductions and the increased interest in the MBE/WBE program, a backlog of certification applications has developed which the HRC has worked to reduce in 1994-95. Though the use of ongoing and concentrated collective staff efforts, there has been some reduction in this backlog, while it has become apparent that more backlogs will develop without increased staffing or more streamlined processes.

At present, the HRC is examining innovative and expedient ways to streamline its certification process, including continued concentrated efforts of all compliance staff, making site visits more selectively, improved tracking of incomplete applications, targeting specific applications related to specific contracts more effectively, and expediting denials

of certification.

It is anticipated that these combined efforts will reduce the backlog to some extent, while additional research is planned for longterm ways to handle certification of businesses as *bona fide* MBEs/WBEs.

10. Fully Implement Reciprocal Certification

In 1993-94, the HRC began a reciprocal certification agreement with Caltrans, as well as the Bay Area Association of Contract Compliance Officers, a local network of public agencies which administer MBE/WBE programs. As a result of staffing and funding concerns, the agreement has been temporarily inactive.

However, as a result of concentrated efforts to reduce a backlog of certification applications and a review of the certification process now underway by the HRC's MBE/WBE/LBE Community Advisory Committee, the certification process is becoming more streamlined and more able to easily accept a reciprocal agreement with Caltrans.

The agreement is expected to be reactived soon, with subsequent changes planned for the HRC's certification process, proposed changes to the MBE/WBE/LBE Ordinance's Rules and Regulations, and an anticipated initial reduction in the HRC's certification workload over the first initial months of operation.

11. Review Thresholds used to Determine Economic Disadvantage in Accounting, Insurance

In 1993-94, the HRC began to research how to change economic disadvantage levels used to certify MBEs and WBEs on an industry-by-industry basis. The first area it is now studying in 1994-95 is a subset of Miscellaneous Professional Services and Financial Services, that of Underwriters. The HRC is also working cooperatively with the Redevelopment Agency in its review of economic disadvantage levels for architects and engineers.

The HRC plans to continue this review of specific industries, prioritizing those areas where City contracting opportunities most frequently arise or will arise soon.

12. Make Contract Participation More Timely

Though there were some improvements in the generation of required and requested reports in 1993-94 and 1994-95 to date, additional work is still planned to prioritize report requests. Required quarterly and annual reports are nearly standardized, though still requiring substantial staff work in data collection and analysis, particularly in

subcontracting reports.

The HRC has researched possibly consulting with outside experts to review and make recommendations regarding its reporting systems, however, it is limited by budget restrictions as regards contracting with experts in the field. It is researching possible resources in other departments for both consultation and administrative assistance toward improvements in this area, and will continue streamlining its systems as much as possible.

13. Continue Study of Subcontracting in Professional Services, Equipment and Supplies, and General Services

In response to continued community concern and low participation rates, in 1993-94 and 1994-95, the HRC begun the initial work to research the establishment of subcontracting programs in these areas by establishing a Task Force under its MBE/WBE/LBE Community Advisory Committee, by consulting with City legal experts, and by gathering information on past City practices in these areas.

In 1994-95 and 1995-96, the HRC plans to complete its study of past practices and recommend a course of action to further development of subcontracting programs in these areas.

A discussion ensued regarding the year to year comparison on dollar amount instead of overall percentage against the dollar amount available. The dollar amounts available year to year differs. The dollar percentage either rises or falls; however, the percentage MBE/WBE participation growth is significant relative to their participation rate. The true measure is the dollar amount available year to year. The goals are set according to the dollar amount available for that year. After the discussion was finished, it was decided that a separate paragraph will be added to explain why the HRC measures "contract dollars".

Certification Backlog Report

There has been 63 certifications and recertifications from the backlog. 57 certifications and 47 recertifications from the regular workload. Ninety-one certification and 24 recertification applications have recently been received. There are also 71 certifications and 17 recertifications from the backlog still pending.

Lesbian Gay Bisexual Transgender Advisory Committee

Staff person Brian Cheu reported that the Committee heard testimony from the City of Refuge religious right wing. Yvette Flunder from Community Church from a group

called CLOUT (Christians Lesbians Out Together) who made a very interesting presentation. Rev. Karen Oliveto from United Methodist Church and Rev. Jeff Johnson from First United Lutheran Church. Rev. David Innes from Hamilton Square Baptist Church also made a presentation. Five new members have been selected to serve on the Committee these are: WIllian Bland, Timothy Horing, Edward Kaufman, Shadow Moore, and Laura Perez. There are a total of 18 members. The Selection committee asked that the committee consider keeping spaces open to recruit members from the Native American, Latino community and youth of color representatives. The Committee's retreat to train new members is scheduled for April 8, 1995, a new member orientation is planned for March 7, 1995. The next scheduled meeting is Tuesday, March 21, 1995 at 5:30 p.m., a presentation on economic issues faced by Lesbian Gay Bisexual and Transgender people of color. The Transgender Task Force is actively meeting and it is now under community control, Larry Brinkin is serving on an advisory capacity.

The Committee asked that a letter be sent to Gertrude Mangella, who is the Secretary-General of the United Nations Fourth World Conference on Women. The International Gay Lesbian Human Rights Commission has urged all organizations to ask that Lesbians, Bisexual women, and Transgender women, be included in the Conference.

Issues Committee

Staff person Don Hesse reported that the Issues Committee met on February 7, 1995. It was Commissioner Jaber's last meeting.

The Committee wishes to revisit the issue of incarceration.

The meting focused on the March 1. 1995 public hearing on public housing. The hearing will be transcribed. The transcript will be sent to the Federal Department of Housing and Urban Development. The hearing is a joint hearing with the Housing Authority, members of the Intergroup Clearinghouse, the President of the Housing Tenants Association. and Commissioners Abrahamson, Daddio. Lazam, and Louie representing the Commission.

The Committee also discussed the 50th Anniversary of the United Nations which will be held in San Francisco. The Committee observed that the United Nations expelled the only organization that dealt with Lesbian and Gay issues.

CALENDAR MATTERS

All committees and task forces meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EXECUTIVE	Thursday, March 9, 1995 3:30 p.m.
EMPLOYMENT	Thursday, April 6, 1995 2:00 p.m.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, March 21, 1995 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Thursday, March 16, 1995 5:30 p.m.
YOUTH AND EDUCATION	Thursday, March 16, 1995 3:30 p.m.
AMERICAN INDIAN TASK FORCE ON BUSINESS AND ON COMMUNITY ISSUES	Monday, March 13, 1995 5:30 p.m.

ADJOURNMENT

Meeting adjourned by Commissioner Abrahamson at 6:00 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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EXECUTIVE COMMITTEE MEETING

THURSDAY, MARCH 9, 1995

3:30 P.M.

AGENDA

1. Budget Update.
2. Challenges to Affirmative Action.
3. Response to Hate Materials.
4. Agenda items for Commission meetings.

REGULAR MEETING

THURSDAY, MARCH 9, 1995

4:30 P.M.

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Connie Bear King
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meetings of January 26, 1995, February 9, 1995 and February 23, 1995 and the February 2, 1995 Committee of the Whole meeting.

3. GENERAL COMMUNICATIONS

4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

(a) Report on March 9, 1995 meeting of the Executive Committee.

(b) Approval of Resolution of Commendation for former Commissioner May P. Jaber.

(c) Approval of Resolution of Commendation for former Commissioner James Haskell Mayo II.

6. REPORT OF THE DIRECTOR

(a) Approval of HRC's FY 95-96 General Fund budget.

(b) Report on March 1, 1995 public hearing addressing fair housing issues.

(c) Discussion of Challenges to Affirmative Action.

(d) Consideration of proposed Board of Supervisors' Resolution in opposition to Assembly Constitutional Amendment 2, opposing affirmative action.

(e) Consideration of HRC's Position Statement on Affirmative Action.

(f) Approval of Resolution addressing hate violence materials.

7. COMMITTEE REPORTS

(a) Employment Committee
Commissioner Mary Gomez Daddio, Chair
Frank Anderson, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, April 6, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Jacquie Hale, Committee Staff

(1) Acceptance of FY 93-94 MBE/WBE Progress Report and Adoption of Recommendations.

(2) Certification Backlog Report.

(3) Certification Denial Report.

(4) No Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, March 16, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Connie Bear King, Vice Chair
Larry Brinkin, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, March 21, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner Katheryn M. Fong, Vice Chair
Gail P. Roberts, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, March 16, 1995, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. TASK FORCE REPORTS

(a) American Indian Task Force on Business and on Community Issues
Commissioner Connie Bear King, Chair
Commissioner Jeanette Lazam, Vice Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next meeting of the American Indian Task Force on Business and on Community Issues will be held on Monday, March 13, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

11. CALENDAR MATTERS

12. ADJOURNMENT

NEXT MEETING: THURSDAY, MARCH 23, 1995

HUMAN RIGHTS COMMISSION

March 9, 1995

The Minutes of this meeting are missing.

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Edwin M. Lee
Director

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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EXECUTIVE COMMITTEE MEETING

THURSDAY, MARCH 23, 1995

3:30 P.M.

AGENDA

1. Approval of HRC's FY 95-96 General Fund budget.
2. Challenges to Affirmative Action.
3. Response to Hate Materials.
4. Agenda items for Commission meetings.

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

THURSDAY, MARCH 23, 1995

4:30 P.M.

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Connie Bear King
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meetings of January 26, 1995, February 9, 1995 and February 23, 1995 and the February 2, 1995 Committee of the Whole meeting.

3. GENERAL COMMUNICATIONS

4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

(a) Report on March 23, 1995 meeting of the Executive Committee.

(b) Approval of Resolution of Commendation for former Commissioner May P. Jaber.

(c) Approval of Resolution of Commendation for former Commissioner James Haskell Mayo II.

6. REPORT OF THE DIRECTOR

(a) Update from david Castillo on Bond Assistance Workshops.

(b) Approval of HRC's FY 95-96 General Fund budget.

(c) Report on March 1, 1995 public hearing addressing fair housing issues.

(d) Discussion of Challenges to Affirmative Action.

(e) Consideration of proposed Board of Supervisors' Resolution in opposition to Assembly Constitutional Amendment 2, opposing affirmative action.

(f) Consideration of HRC's Position Statement on Affirmative Action.

(g) Approval of Resolution addressing hate violence materials.

7. COMMITTEE REPORTS

(a) Employment Committee
Commissioner Mary Gomez Daddio, Chair
Frank Anderson, Committee Staff

(1) Committee Report.

(2) The Unfinished Agenda ... CAAP Status Report: Jim Martin, Coordinator.

(2) Women in Non Traditional Jobs Task Force Report: Veronica Ng, Contract Compliance Officer.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, April 6, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Jacquie Hale, Committee Staff

(1) Acceptance of FY 93-94 MBE/WBE Progress Report and Adoption of Recommendations.

(2) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, April 19, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner Katheryn M. Fong, Vice Chair
Gail P. Roberts, Committee Staff

(1) Youth Perspective on the Proposed Youth Summit: Samuel O. Bell, Susan Lam, Maceo C. Martinet, Iris Pecson, and Stephaine Ruffin.

(2) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, May 18, 1995, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Connie Bear King, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

(2) Opposition to Governor Wilson's preventing unmarried couples from adopting children.

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, MARCH 23, 1995.

NEXT MEETING

DATE: April 13, 1994

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue
8th Floor Conference Room
San Francisco, CA 94102

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Commission Chair Lucille Abrahamson called the meeting to order at 4:35 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Mary Gomez Daddio, ViceChair; Connie Bear King; Katheryn Fong; Jeanette Lazam; Calvin Y. Louie, and Resa Peay-Wainwright.

Excused: Gloria Davis.

HRC Staff

Present: Edwin M. Lee, Director; Larry Brinkin, Brian Cheu, Maria Cordero, Jacquie Hale, Don Hesse, Jim Martin, Veronica Ng, Gail P. Roberts, Carmen Smith, and David Treanor.

APPROVAL OF MINUTES

***Moved (Lazam)\Seconded (Peay-Wainwright)\minutes of Regular meetings of January 26, 1995, February 9, 1995 and February 23, 1995 and the February 2, 1995 Committee of the Whole meeting were approved unanimously.

REPORT OF THE CHAIR

Commissioner Abrahamson reported that the Commission meeting of March 9, 1995 was canceled because there was no quorum.

(a) Report on March 23, 1995 meeting of the Executive Meeting.

Commissioner Abrahamson reported that the FY 95/96 General Fund Budget was discussed at length and Director Lee will report further under his report.

Commissioner Abrahamson reported that the Executive Committee meeting will now be called at the

discretion of the Chair rather than meeting monthly.

Commissioner Abrahamson reported that the Budget Committee (Commissioners Bear King and Lazam) will be meeting with the Mayor's Office on April 18, 1995 at 4:15 p.m. and another on June 22, 1995 at 1:30 p.m. all Commissioners are welcomed to attend.

RESOLUTION OF COMMENDATION TO MAY P. JABER

WHEREAS, May P. Jaber served as a Human Rights Commissioner from November of 1989 until February of 1995; and

WHEREAS, May P. Jaber served as Chair and Vice Chair of the Commission, Chair of the Issues and MBE/WBE Community Advisory Committees, and Vice Chair of the then Lesbian/Gay Advisory Committee while a Commissioner on the Human Rights Commission; and

WHEREAS, May P. Jaber provides leadership of and advocacy for the Arab American community; and

WHEREAS, May P. Jaber assisted in the mediating and resolving of the tensions between Arab American merchants and local youth in Bayview Hunter's Point; and

WHEREAS, May P. Jaber has facilitated Arab American participation in HRC activities, including recruiting the first Arab American representatives to serve on the MBE/WBE/LBE Community Advisory Committee and Lesbian Gay Bisexual Transgender Advisory Committee; and

WHEREAS, May P. Jaber provided leadership in the HRC community meeting held in the Castro District; and

WHEREAS, May P. Jaber has been an active and committed supporter of the Friends of the Human Rights Commission; and

WHEREAS, May P. Jaber exercised leadership in HRC's investigation of the incarceration of African Americans; and

WHEREAS, May P. Jaber has demonstrated enthusiastic and strong support for the Human Rights Commission and has consistently been a "team player";

NOW, THEREFORE, BE IT RESOLVED, that the Human Rights Commission commends May P. Jaber for her dedicated and committed service as a Commissioner on the Human Rights Commission; and

STILL FURTHER, BE IT RESOLVED, that the Commissioners and staff of the Human Rights Commission convey their deep appreciation to May P. Jaber for her conscientious service and strong support, wishing her well in her future endeavors.

***Moved (Daddio)\Seconded (Peay-Wainwright)\Unanimously in favor to adopt the resolution commending former Commissioner May P. Jaber.

RESOLUTION OF COMMENDATION TO JAMES HASKELL MAYO II

WHEREAS, James Haskell Mayo II served as a Human Rights Commissioner from September of 1993 until February of 1995; and

WHEREAS, Jim Mayo served as Vice Chair of the Employment Committee advocating equal employment opportunities and fair employment practices while a Commissioner on the Human Rights Commission; and

WHEREAS, Jim Mayo is a committed and active participant in and has demonstrated leadership with the Committee on African American Parity; and

WHEREAS, Jim Mayo also served as Vice Chair of the Youth and Education Committee advocating a master plan for the Committee; and

WHEREAS, Jim Mayo provides leadership in the community as President of the Delinquency Prevention Commission, Co-Host of the Community Access Television Community Affairs Program, past president of the Oceanview-Merced Heights-Ingleside District Community Organization, past vice president of the San Francisco Branch of the N.A.A.C.P., past president of Gamma Chi Lambda Chapter of Alpha Phi Alpha Fraternity, and member of the Board of Trustees of Bethel A.M.E. Church; and

WHEREAS, Jim Mayo has long been an activist on behalf of young people, promoting educational opportunities as Executive Director of the Northern California/Colorado/Utah/Northern Nevada Branch of the United Negro College Fund; and

WHEREAS, Jim Mayo actively advocated for and championed a pro-active and community responsive Human Rights Commission;

NOW, THEREFORE, BE IT RESOLVED, that the Human Rights Commission commends James Haskell Mayo II for his dedicated and committed service as a Commissioner of the Human Rights Commission; and

FURTHER, BE IT RESOLVED, that the Commissioners and staff of the Human Rights Commission congratulate James Haskell Mayo II on his appointment as a member of the San Francisco Community College Board of Trustees; and

STILL FURTHER, BE IT RESOLVED, that the Commissioners and staff of the Human Rights Commission convey their appreciation to James Haskell Mayo II for his service and for his support, wishing him well in his future endeavors.

***Moved (Louie)\Seconded (Daddio)\Unanimously in favor to adopt the resolution commending former Commissioner James Haskell Mayo II.

REPORT OF THE DIRECTOR

(a) Update on the Bond Assistance Program.

Director Lee stated that the Bonding Assistance Program is going forward, Consultant David

Castillo is having several workshops. In addition, he is meeting with individual construction businesses. Director Lee, together with Mr. Castillo, is submitting a report to the Mayor's Office regarding the Bonding Assistance Program the week of March 27, 1995.

(b) Approval of HRC's FY 95-96 General Fund Budget.

Director Lee reported that the Mayor's Budget Office has requested that the HRC balance the budget with a big shortfall.

1995-6 HRC BUDGET SUMMARY

	FY 94-95	Needed FY 95-96	Positions	Mayor's Budget Cap for FY 95-96	Shortfall
General Fund	$ 1,075,905	$ 1,366,733	16	$ 1,065,892*	($ 250,910) Salaries (49,931) Fringe
Work Order	1,138,098	1,223,261	19	No change	N/A
OCD Budget	145,000	147,552	2	No change	N/A
GRAND TOTAL	$ 2,359,003	$ 2,737,546			

* As of March 22, 1995, the Mayor's Office has required the HRC to prepare budgets at 10% and 20% reduced from $1,065,892

The columns on the left denote what the Mayor's Office has requested the HRC to submit. If the HRC implements the budget with the shortfall that the Mayor's office is requesting, there will be staff layoffs. The Mayor's cap column denotes the Mayor's instructions two months ago. As of March 22, 1995, the Mayor's Office has again requested that the HRC cuts 20% from the budget. This will mean 7 filled positions from which employees would be laid off.

The HRC is required to submit a balanced budget reflecting the Mayor's mandate. The HRC is submitting this budget presenting the $250,910 in the category called "salary savings", however, that category should be no more that 3 to 4% of a department's budget. It would be around 25% of the HRC's budget. If the budget is approved by the Board of Supervisors along with the salary savings, then personnel will remain the same. The budget meetings of April 28, 1995 and June 22, 1995 are very critical to negotiate a needed budget for the HRC.

***Moved (Lazam)\Seconded (Peay-Wainwright)\unanimously approved to submit the HRC's FY 95-96 General Fund Budget as presented by Director Lee.

(c) Report on March 1, 1995 Public Hearing addressing Fair Housing Issues.

Staff member Don Hesse thanked the Commissioners who were present at the Hearing Panel on the

Integration of Public Housing development and the promotion of positive racial and ethnic relations. The Federal Government has imposed a requirement upon the San Francisco's Housing Authority to integrate a number of its public housing developments. Questions have been raised about the methods imposed to achieve integration and whether the affected communities, almost entirely racial minorities, really benefit from HUD's policies. A lawsuit was filed challenging the program. A settlement was approved in January. As part of that agreement, HUD is required to solicit written comments and opinions from the public on the issues of integration strategies and methods of fostering positive ethnic and racial relations in public housing developments. HUD is then revising polices to address problems in these areas. Finally, HUD is required to respond in writing to all comments which they receive. The Human Rights Commission joined with community groups to sponsor this public hearing. All testimony received at the hearing, orally or in writing, along with the findings and recommendations will be forwarded to HUD with their endorsement.

Consideration of HRC's Position Statement on Affirmative Action.

IN SUPPORT OF AFFIRMATIVE ACTION AND EQUALITY OF OPPORTUNITY HUMAN RIGHTS COMMISSION POSITION STATEMENT

Assembly Constitutional Amendment 2, the so-called "California Civil Rights Initiative" (CCRI), would prohibit any City or State agency from voluntarily using Affirmative Action to correct its own acts of discrimination. An initiative is being readied for the 1996 ballot in California which would amend the State Constitution by adding the California Civil Rights Initiative.

Discrimination based on race, ethnicity, national origin, place of birth, gender, creed, disability, and sexual origin is deeply ingrained in the history of the United States and continues to exist and, in many ways, to flourish. People of color and women continue to suffer discrimination and are frequently severely under- represented in areas such as contracting, education, employment, and housing because of contemporary, as well as historical discrimination.

Affirmative action is a reasonable remedy for this discrimination. Affirmative action establishes procedures that expand opportunities for individuals who have suffered and continue to suffer discrimination. Affirmative action attempts to create a true "level playing field" for all.

The Human Rights Commission, at its regular meeting of March 23, 1995, formally opposes the "California Civil Rights Initiative" (Assembly Constitutional Amendment 2) and other similar proposed anti-affirmative legislation. The Commission strongly reaffirms its unequivocal commitment to affirmative action.

***Moved (Lazam)\Seconded (Peay-Wainwright)\Unanimously in favor to adopt the HRC's Position Statement on Affirmative Action.

COMMITTEE REPORTS

Employment Committee

Commissioner Daddio reported that the Committee met on March 22, 1995. The Committee acknowledged Commissioner Mayo's participation on the Committee. The Committee discussed its

priorities for 95/96 and took a stand on Affirmative Action as one of its primary activities. Also Local Hiring will be taken as a priority issue. The Human Resources Department has asked the City departments to investigate their own employment complaints. The Committee believes that this creates a conflict of interest. The Committee will take a stand on this issue at a later date.

CAAP Status Report

Jim Martin, Coordinator of the CAAP Project, gave a status report. As an example of direct response and intervention he met with the S.F. Housing authority and was successful in working with the Agency's Executive Director, senior management and the Union to avert an announced lay off of 22 African American employees. Mediated and facilitated communication between both sides with their mutual consent to break deadlock negotiations.

Responding to a HRC's request, Mr. Martin replied to community concerns regarding the Agency's certification program, made recommendations to the Agency Director suggesting resolutions to the problems. Regarding the African American truckers, Mr. Martin, in conjunction with the HRC Director, is charged to ensure success of the Bayview Hunter's Point Truckers Co-Op. The Co-Op seeks to facilitate significant new job opportunities for African American truckers as well as to empower them to more effectively control their own work opportunities and financial well being. He participated in truckers' efforts to secure Pier 96 for the operational use of African American truckers.

Regarding Geneva Towers, Mr. Martin began periodic monitoring of the project and has met with the Director of the Mayor's Office of Housing, Visitation Valley community representatives, participated in frequent conversation with Supervisor Kennedy's office, participated in Supervisorial hearings as an advocate on behalf of tenants of Geneva Towers and other Visitation Valley residents. Mr. Martin has recommended changes, up-grades and modifications to the Memorandum of Understanding between the City and County of San Francisco and the Federal Department of Housing and Urban Development. African American developers, non-profit housing organizations, and consultants are involved in the project.

Mr. Martin reported that he has participated in and attended briefings, and informational meetings for the Redevelopment Commission and Supervisorial public hearings to support the plans of the Mayor's Western Addition Economic Development to develop an African American Business and Cultural center in the Western Addition district of the city.

As the CAAP Coordinator, he is also involved in several projects. Among these are the Internal Business Opportunity, on-going efforts with the governments of Japan, South Korea and South Africa. The Financial Resources Development and the First Interstate Bank establishing a program which will provide as much as fifthy million dollars or more exclusively focused on the African American community in San Francisco. Regarding Japanese Banks and industry, with support of Counsel General Ryozo Kato the Japanese Consulate General, Mr. Martin gained access to the Japanese Chamber of Commerce. Mr. Martin is trying to recruit the services of National Urban Bankers Association as well as other organizations.

CAAP meetings are on-going and Mr. Martin will bring periodic updates to the Commission.

Women in Non-Traditional Jobs Task Force Report

Ms. Veronica Ng reported that the Task Force met to discuss the issues facing women in non-traditional jobs. The Task Force will focus on two goals: 1) short term goal is to seek training workshops teaching survival skills, cultural diversity and set-up supportive services. 2) Provide educational materials such as pamphlets, leaflets, etc. instructing people what women who work in non-

traditional jobs are faced with. The first training workshop is tentatively scheduled for June 10, 1995.

MBE/WBE/LBE Advisory Committee

Commissioner Louie reported that the Committee is being restructured. A press release will go out seeking new members. The Committee heard testimony from Bond Underwriters who argued that the $2 million economic threshold for bond underwriting should be increased. The item was tabled until the next meeting. The Committee meeting will be changed to the Third Wednesday of every month at 5:30 p.m.

Acceptance of FY 93-94 MBE/WBE Progress Report and Adoption of Recommendations.

The report had been presented and discussed at previous meetings and was not approved due to insufficient quorum.

***Moved (Peay-Wainwright)\Seconded (Daddio)\unanimously in favor to adopt the MBE/WBE FY 93-94 Progress Report.

Youth and Education

Staff person Gail Roberts reported that the Youth and Education Committee met on Thursday, March 16, 1995. Young people who are members of the Committee and/or had been involved in the Youth Summit met on Friday, March 10, 1995 with Jil Tregor, Director of the Intergroup Clearinghouse, to develop their ideas and priorities because it is critical that the initiative for and the planning of the Youth Summit be by young people themselves. They reported back to the Committee and are reporting to the Commission at a later date.

The primary focus of the meeting was discussion of the proposed youth curfew for youth 16 and under. Flynn Bradley, Mayor's Criminal Justice Council, spoke in favor and Steve McDonald, ACLU, spoke in opposition. The Mayor's Criminal Justice Counsel has the responsibility for drafting the information and soliciting input. It is anticipated that the issue of the Youth Curfew will be calendared for Board of Supervisor's action in May. There is the likelihood that the Mayor will seek to have this issue placed on the ballot if it is not enacted by the Board of Supervisors. The Committee will be presenting a position paper to the Commission for its consideration at its April 27, 1995 meeting because the Committee is strongly of the opinion that the Human Rights Commission needs to advice the Board of Supervisors on this controversial issue.

The April meeting of the Committee has been canceled. The May 18, 1995 meeting will feature a presentation on the proposed revisions to the School Attendance Zones by Deborah Alvarez-Rodriguez, Director of Intergovernmental and School Linked Services for the School District.

Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Bear King reported that the main topics addressed at the Committee meeting was to discuss the agenda for the retreat which is scheduled for April 8, 1995 at the HRC offices. The Committee heard a very detail and informative presentation from Frank Anderson, Director Lee and others regarding Affirmative Action, Larry Brinkin thanked Mr. Anderson and Mr. Lee for their

presentation.

Opposition to Governor Wilson's preventing unmarried couples from adopting children.

***Moved (Fong)\Seconded (Lazam)\Unanimously in favor to send the letter to Governor Wilson. Copies of this letter will be forwarded to the Department of Social Services, the Mayor's Lobbyist in Sacramento, Board of Supervisors, and State Legislators.

TASK FORCE REPORTS

American Indian Task Force on Business and on Community Issues

Commissioner Bear King reported that the American Indian Business Development Task Force (AIBDTF) in the process of interviewing candidates for a summer legal intern position.

Commissioner Bear King reported that the American Indian Community Issues Task Force (AIC) is presently going through applications received for membership.

UNFINISHED BUSINESS

Approval of Resolution addressing hate violence Materials

WHEREAS, the proliferation of public expressions of hate including hate mail, verbal epithets and hate crimes are clearly on the rise in California and, more specifically, in the San Francisco Bay Areas; and

WHEREAS, the recent documented cases of these expressions as witnessed in the Boalt Hall and Hastings Schools of Law cases make clear that these hate expressions are no longer related to the South, perpetrated by people in white sheets with cone shaped heads; and

WHEREAS, the climate has been created that provides a comfort level for our classmates, our neighbors, our colleagues to engage in this negative behavior, without fear of reprisal;

THEREFORE BE IT RESOLVED, that the San Francisco Human Rights Commission pledges its support to the eradication of all expressions of hate from this City and County; and

BE IT FURTHER RESOLVED, that this Commission instruct its Director to provide leadership to other institutions particularly institutions of higher learning by making this resolution available to them and requesting that they take similar action.

***Moved (Daddio)\Seconded (Lazam)\Unanimously in favor to adopt the resolution addressing hate violence materials.

Commissioner Abrahamson thanked the HRC staff for writing the editorial to the Examiner. She had received good comments from the letter.

CALENDAR MATTERS

All committees and task forces meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EMPLOYMENT	Thursday, May 11, 1995 2:00 p.m.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, April 18, 1995 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Tuesday, April 18, 1995 2:00 p.m.
YOUTH AND EDUCATION	Thursday, May 18, 1995
AMERICAN INDIAN TASK FORCE ON BUSINESS AND ON COMMUNITY ISSUES	Monday, April 10, 1995 5:30 p.m.

ADJOURNMENT

Meeting adjourned by Commissioner Abrahamson at 6:35 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, APRIL 13, 1995

4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Connie Bear King
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Ghada N. Saliba
Commissioner Alma Robinson

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of March 23, 1995.

3. GENERAL COMMUNICATIONS

4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

   (a) Introduction of new Commissioners Alma Robinson and Ghada Saliba.

6. REPORT OF THE DIRECTOR

   (a) Discussion of Challenges to Affirmative Action.

   (b) Budget Update.

7. COMMITTEE REPORTS

   (a) Employment Committee
   Commissioner Mary Gomez Daddio, Chair
   Frank Anderson, Committee Staff

   (1) Committee Report.

NOTE: *The next regular meeting of the Employment Committee will be held on Thursday, May 4, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Connie Bear King, Vice Chair
Larry Brinkin, Committee Staff

(1) No Committee Report.

NOTE: *The next regular meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, April 18, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Jacquie Hale, Committee Staff

(3) No Committee report.

NOTE: *The next regular meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, April 19, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner Katheryn M. Fong, Vice Chair
Gail P. Roberts, Committee Staff

(1) No Committee Report.

NOTE: *The next regular meeting of the Youth and Education Committee will be held on Thursday, May 18, 1995, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. TASK FORCE REPORTS

(a) American Indian Task Force on Business and on Community Issues
Commissioner Connie Bear King, Chair
Commissioner Jeanette Lazam, Vice Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Task Force on Business and on Community Issues will be held on Monday, April 24, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

11. CALENDAR MATTERS

12. ADJOURNMENT

NEXT MEETING: THURSDAY, APRIL 27, 1995

HUMAN RIGHTS COMMISSION

April 13, 1995

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Human Rights Commission

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Edwin M. Lee
Director

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, APRIL 27, 1995

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4:30 P.M.

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Commissioner Connie Bear King
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of April 13, 1995.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

   (a) Discussion of Challenges to Affirmative Action.

   (b) Budget Update.

   (c) Presentation of Proclamation by the California Department of Fair Employment and Housing (DFEH) to the HRC in recognition of Fair Housing Month: Ted Hertzberg.

   (d) Approval of Certificates of Commendation to the HRC support staff in recognition of their service to this agency.

6. COMMITTEE REPORTS

   (a) Issues Committee
   Commissioner Resa Peay-Wainwright, Chair
   Commissioner Calvin Louie, Vice Chair
   Don Hesse, Committee Staff

   (1) Adoption of Strategy for Integration of Public Housing, Findings of 04/01/95 Public Hearing.

(b) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Connie Bear King, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, May 16, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Jacquie Hale, Committee Staff

(1) Committee report.

NOTE: *The next regular meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, May 17, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Employment Committee
Commissioner Mary Gomez Daddio, Chair
Frank Anderson, Committee Staff

(1) Adoption of Resolution Expressing Concern re: the Potential Dismantling of the Equal Employment Opportunity Unit of the Human Resources Department.

(2) Committee on African American Parity Report: Jim Martin, Coordinator

(3) No Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, May 4, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(e) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner Katheryn M. Fong, Vice Chair
Gail P. Roberts, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, May 18, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. TASK FORCE REPORTS

(a) American Indian Task Force on Business and on Community Issues
Commissioner Connie Bear King, Chair
Commissioner Jeanette Lazam, Vice Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Task Force on Business and on Community Issues will be held on Monday, May 1, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. NEW BUSINESS

10. CALENDAR MATTERS

11. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

12. ADJOURNMENT

NEXT MEETING: THURSDAY, MAY 11, 1995

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HUMAN RIGHTS COMMISSION

April 27, 1995

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Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, MAY 11, 1995

4:30 P.M.

25 VAN NESS AVENUE
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ROSTER

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Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. PRESENTATION OF MINUTES

   (a) Regular meeting of April 27, 1995.

3. GENERAL COMMUNICATIONS

4. VISITORS*

   (a) Special Presentation by Urban Habitat on the Light Rail Transportation Plan for the Third Street Corridor.

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

6. REPORT OF THE DIRECTOR

   (a) Budget Update.

   (b) Response to Findings and Recommendations of the Ad Hoc Committee on Public Housing Integration.

   (c) Update on issues related to Bayview Hill: Jim Martin, CAAP Coordinator.

   (d) Discussion of Challenges to Affirmative Action.

7. COMMITTEE REPORTS

(a) Employment Committee
Commissioner Mary Gomez Daddio, Chair
Frank Anderson, Committee Staff

(1) Resolution supporting the Board of Supervisors' action to urge the Mayor, Fire Commission and Fire Department to voluntarily agree to an extension of the Federal Consent Decree until the Goals of the Consent Decree are met.

(2) Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, June 1, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner Katheryn M. Fong, Vice Chair
Gail P. Roberts, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, May 18, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Connie Bear King, Vice Chair
Larry Brinkin, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, May 16, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Commissioner Alma Robinson, Vice Chair
Jacquie Hale, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, May 17, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. TASK FORCE REPORTS

(a) American Indian Task Force on Business and on Community Issues
Commissioner Connie Bear King, Chair
Commissioner Jeanette Lazam, Vice Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Task Force on Business and on Community Issues will be held on Monday, May 8, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

11. CALENDAR MATTERS

12. ADJOURNMENT

NEXT MEETING: THURSDAY, MAY 25, 1995

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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RESOLUTION SUPPORTING THE BOARD OF SUPERVISORS' ACTION TO URGE THE MAYOR, THE FIRE COMMISSION AND FIRE DEPARTMENT TO VOLUNTARILY AGREE TO AN EXTENSION OF THE FEDERAL CONSENT DECREE UNTIL THE GOALS OF THE CONSENT DECREE ARE MET.

WHEREAS, the San Francisco Human Rights Commission recognized that the Federal Consent Decree has helped to resolve approximately twenty years of legal challenges by minorities and women to employment discrimination in the San Francisco Fire Department; and

WHEREAS, the Consent Decree and the Human Rights Commission promotes the objectives of an integrated workforce based upon race and gender, reflecting the diversity of San Francisco; and

WHEREAS, the goals for hiring and promoting minorities have not been met and intergroup relations problems remain as indicated in the Consent Decree's monitors reports;

THEREFORE BE IT RESOLVED, that the San Francisco Human Rights Commission joins the Board of Supervisors in urging the Mayor, Fire Commission and Fire Department to voluntarily agree to an extension of the Federal Consent Decree until the goals of the Consent Decree are met.

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HUMAN RIGHTS COMMISSION

May 11, 1995

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Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, MAY 25, 1995

4:30 P.M.

25 VAN NESS AVENUE
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ROSTER

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Commissioner Connie Bear King
Commissioner Katheryn M. Fong
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba

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AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meetings of April 27, 1995 and May 11, 1995.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   DEDICATION TO GLORIA R. DAVIS:
   The Human Rights Commission dedicates itself to the memory of Commissioner Gloria R. Davis and her overwhelming personal commitment to educational excellence and the empowerment of young people.

5. REPORT OF THE DIRECTOR

   (a) Budget Update.

   (b) Response to Findings and Recommendations of the Ad Hoc Committee on Public Housing Integration.

   (c) Update on issues related to Bayview Hill: Jim Martin, CAAP Coordinator.

   (d) Discussion of Challenges to Affirmative Action.

6. COMMITTEE REPORTS

   (a) Lesbian Gay Bisexual Transgender Advisory Committee
   Commissioner Jeanette Lazam, Chair
   Commissioner Connie Bear King, Vice Chair
   Larry Brinkin, Committee Staff

(1) Committee Report.

(2) Approval of a Letter to the Mayor of Cincinnati, Ohio re: that City's Sexual Orientation Law.

(3) Approval of a Letter to KQED re: Lack of Lesbian, Gay, Bisexual, and Transgendered inclusion in their Asian Week Programming.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, June 20, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Jacquie Hale, Committee Staff

(1) Approval of Committee Recommendation to raise the Economic Disadvantaged Level for Bond Underwriters.

(2) Committee report.

NOTE: *The next regular meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, June 21, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Youth and Education Committee
Commissioner Katheryn M. Fong, Chair
Gail P. Roberts, Committee Staff

(1) Approval of Letters Protesting Rich Perino's remarks and the reference to "mandatory, relocation camps for the urban poor" in April 1995 Focus Magazine.

(2) Adoption of Position Paper on Youth Curfews.

(3) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, June 15, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Employment Committee
Commissioner Mary Gomez Daddio, Chair
Frank Anderson, Committee Staff

(1) Architecture & Engineering Trainee Report: Panetta Scott, Contract Compliance Representative.

(2) Committee on African American Parity Report: Jim Martin, Coordinator

(3) No Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, June 1, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

7. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, June 5, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social Services Task Force
Commissioner Connie Bear King, Chair
Commissioner Jeanette Lazam, Vice Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social Services Task Force will be held on Tuesday, June 6, 1995, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. NEW BUSINESS

10. CALENDAR MATTERS

(a) Thursday, June 22, 1995 at 1:30 PM Consideration of HRC's General Fund Budget by the Budget Committee of the Board of Supervisors.

(b) July 13, 1995 and August 10, 1995 only Commission meetings in July and August.

11. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

12. ADJOURNMENT

NEXT MEETING: THURSDAY, JUNE 8, 1995

HUMAN RIGHTS COMMISSION

May 25, 1995

The Minutes of this meeting are missing.

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Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JUNE 08, 1995

4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Connie Bear King
Commissioner Katheryn M. Fong
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. PRESENTATION OF MINUTES

   (a) Regular meeting of May 25, 1995.

3. GENERAL COMMUNICATIONS

4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

6. REPORT OF THE DIRECTOR

   (a) Budget Update.

   (b) Update on issues related to Bayview Hill: Jim Martin, CAAP Coordinator.

   (c) Discussion of Challenges to Affirmative Action.

7. COMMITTEE REPORTS

   (a) Employment Committee
   Commissioner Mary Gomez Daddio, Chair
   Frank Anderson, Committee Staff

   (1) Architecture & Engineering Trainee Report: Panetta Scott, Contract Compliance Representative.

(2) Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, August 3, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) Youth and Education Committee
Commissioner Katheryn M. Fong, Chair
Gail P. Roberts, Committee Staff

(1) Adoption of Position Paper on Youth Curfews.

(2) Update on Richard Perino's remarks cited in the "Society's Child" article in the April 1995 issue of Focus Magazine.

(3) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, June 15, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Connie Bear King, Vice Chair
Larry Brinkin, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, June 20, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Commissioner Alma Robinson, Vice Chair
Jacquie Hale, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, June 21, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, June 19, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social Services Task Force
Commissioner Connie Bear King, Chair
Commissioner Jeanette Lazam, Vice Chair
Gail P. Roberts, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social Services Task Force will be held on Thursday, June 15, 1995, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

11. CALENDAR MATTERS

(a) Thursday, June 22, 1995 at 1:30 PM Consideration of HRC's General Fund Budget by the Budget Committee of the Board of Supervisors.

(b) July 13, 1995 and August 10, 1995 only Commission meetings in July and August.

12. ADJOURNMENT

NEXT MEETING: THURSDAY, JUNE 22, 1995

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HUMAN RIGHTS COMMISSION

June 8, 1995

The Minutes of this meeting are missing.

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Director

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JUNE 22, 1995

4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
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Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of June 8, 1995.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

   (a) Budget Update.

   (b) Discussion of Challenges to Affirmative Action.

   (c) Resolution requesting the Mayor and Board of Supervisors' support for AB1521 regarding the use of Native/cultural symbolism.

6. COMMITTEE REPORTS

   (a) Youth and Education Committee
   Commissioner Katheryn M. Fong, Chair
   Gail P. Roberts, Committee Staff

   (1) Adoption of Position Paper on Youth Curfew.
   Presenters: Mr. Flynn Bradley, Mayor's Criminal Justice Council; Lt. Bill Maring, San Francisco Police Department, Juvenile Department; and Mr. John Crew, ACLU.

   (2) Approval of Letters to the Juvenile Probation Commission and the Social Services Commission regarding the "Society's Child article in the April 1995 issue of Focus Magazine.

   (3) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, September 21, 1995, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Connie Bear King, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, July 18, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Commissioner Alma Robinson, Vice Chair
Jacquie Hale, Committee Staff

(1) Approval of Committee Recommendation to raise the Economic Disadvantaged Level for Bond Underwriters.

(2) Committee report.

NOTE: *The next regular meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, July 19, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Employment Committee
Commissioner Mary Gomez Daddio, Chair
Frank Anderson, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, August 3, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

7. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, July 3, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social Services Task Force
Commissioner Connie Bear King, Chair
Commissioner Jeanette Lazam, Vice Chair
Gail P. Roberts, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social Services Task Force will be held on Thursday, July 6, 1995, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. NEW BUSINESS

10. CALENDAR MATTERS

(a) July 13, 1995 and August 10, 1995 only Commission meetings in July and August.

11. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

12. ADJOURNMENT

NEXT MEETING: THURSDAY, JULY 13, 1995

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, JUNE 22, 1995.

NEXT MEETING

DATE: July 13, 1995

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue
8th Floor Conference Room
San Francisco, CA 94102

Commission Chair Lucille Abrahamson called the meeting to order at 4:35 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Mary Gomez Daddio, Vice-Chair; Connie Bear King; Katheryn Fong; Jeanette Lazam; Calvin Louie; Resa Peay-Wainwright; Alma Robinson; and Ghada N. Saliba.

HRC Staff

Present: Edwin M. Lee, Director; Larry Brinkin, Maria Cordero, Jacquie Hale, Don Hesse, LaRonda Johnson (Intern), Paul Kim (Intern), Fernando Quinonez (Intern), Gail P. Roberts and Jesus Zuniga (Intern).

Guests

Flynn Bradley, Mayor's Criminal Justice Council; John Crew, ACLU; Evelyn Dusovsky; Jane Hassebrock; Inspector Bill Maring, SFPD; Toyin Moses; Lisa Pagan; Eric Quesada; Susan Suval, Sunset Neghborhood.

APPROVAL OF MINUTES

***Moved (Peay-Wainwright)\Seconded (Saliba)\Unanimously approved the minutes of June 8, 1995.

REPORT OF THE CHAIR

Commissioner Abrahamson thanked Commissioner Daddio for chairing the meeting of June 8, 1995 and thanked everyone who expressed their condolences.

Commissioner Abrahamson reported that she met with Director Lee, ex-Commissioners Karen Kai and May Jaber. They are still very interested in the works of the Commission.

Commissioner Abrahamson thanked Director Lee for his efforts in procuring a contract with the Orange County Transportation Authority. The contract is for a total of $105,000, of which $50,000 is to the HRC for its assistance in developing an MBE/WBE/LBE Program.

Commissioner Abrahamson reported that a letter was written to the UN 50 Celebration asking them to include Lesbian and Gays organizations.

The Civil Grand Jury report has produced some recommendations to the HRC, Director Lee will present more on this matter.

Commissioner Abrahamson reported that she presented a resolution to the Tenth Medical Mission for Atomic Bomb survivors. She met with the delegation along with Director Lee.

REPORT OF THE DIRECTOR

Director Lee reported that the Grand Jury did an investigation, emerging from a sole source waiver that Motorola received on the 911 Telecommunications Contract which was worth 35 million dollars. The HRC granted the sole source waiver under the provision that there would be M/WBEs involved; 33% of the labor was done by M/WBEs. The HRCs role was reviewed because there was confusion regarding who recommends the waiver. The department is the one that recommends a waiver and the HRC reviews it and approves or denies it; however, the department must justify a sole source waiver.

Budget Update

Director Lee reported that the Board of Supervisors approved the 95/96 General Fund Budget. There is a scheduled meeting to hear from the public on Saturday, June 24, 1995 which will attended by two staff persons.

Challenges for affirmative Action

The HRC will work directly with the San Francisco Chamber of Commerce in outreach to local business and minority and women businesses regarding affirmative action.

CAHRO Conference

There is a meeting scheduled for Friday, June 23, 1995 with the CAHRO Board of Directors to plan for the conference.

AB1521 - Banning the Use of Native/Cultural Symbolism.

Director Lee called upon staff person Don Hesse for a report. Mr. Hesse gave a follow-up report on the presentation at the June 8, 1995 meeting regarding the use of symbolism in advertising alcoholic beverages, specifically the Crazy Horse Beer label. Mr. Hesse reported that he attended a meeting held in Oakland at the United Indian Nations, Ms. Shirlee James, some community members and a representative from Assemblywoman Barbara Lee's office were in attendance. The legislative draft was provided to Assemblywoman Lee; however, the bill has not been introduced and it is anticipated that the bill would have to be approved by six different committees before final action to the Assembly. There may be changes in the bill to make it stronger from the health perspective. At this time, there is no reason to endorse legislation because it will go through many changes. Mr. Hesse will continue being involved with their committee.

COMMITTEE REPORTS

Youth and Education Committee

1) Adoption of Position Paper on Youth Curfew.

Commissioner Fong presented the following position paper approved at the Committee for the Commission's consideration:

- Mayor Frank Jordan, has proposed a curfew on youth under 18 in San Francisco. The curfew would be 11 P.M. to 5 A.M on week-days and between midnight and 5 A.M. on week-ends.

- Youth picked up by the Police for curfew violations would be detained overnight at the Hamilton Recreation Center on Geary Boulevard at Steiner Street.

- Young people who are on the street because of work, school or religious or political activities would not be detained.

- The Mayor's Council on Criminal Justice held neighborhood meetings throughout the City to address this issue. The concerns raised regarding the proposed youth curfew were: 1. fear of uneven enforcement; 2. too much discretion in the hands of police officers; and 3. that enforcement of the curfew would take too much of

police officers' time. The Mayor's staff emphasized the following points: 1. data will be available to the public regarding the youth detained under the curfew including statistics as to ethnic composition; 2. because the Police already have considerable discretion, it would be appropriate to develop training and guidelines for the Police; and 3. the intent of the Mayor's Criminal Justice Council is to minimize police contact time associated with the youth curfew.

- The Board of Supervisors is expected to take action on this issue in the foreseeable future.

- There is the likelihood that the Mayor will seek to have the issue of a youth curfew placed on the ballot if it is not enacted by the Board of Supervisors. Assuming that a youth curfew is passed, who would serve on the proposed oversight committee would be extremely important.

- Most cities have youth curfews in effect, including Atlanta, Georgia; Dallas, Texas; and San Jose, California.

- The Youth and Education Committee was strongly of the opinion that the Human Rights Commission needs to advise the Board of Supervisors on this complex issue which will directly impact young people, particularly youth of color.

- Advantages of a youth curfew:
  1. The curfew is designed to keep young people safe.
  2. The curfew is designed to discourage young people from committing crimes.
  3. The curfew would assist parents in controlling their children.
  4. By not being out late, youth would be protected from negative influences.
  5. Youth may spend more time with their families.
  6. Adults might feel less threatened at night with a curfew in effect.
  7. Young people need adequate sleep and being required to be off the streets by a set time may facilitate this.

- The arguments in opposition to a youth curfew:
  1. The San Francisco Police Commission has stated that it would be "impossible to enforce a youth curfew fairly".
  2. The youth curfew would criminalise normal youth behavior.
  3. The proposed youth curfew would be unconstitutional unless narrowed down to the point there is would be ineffective.
  4. The proposed curfew is unnecessary because there are already laws on the books which enable the Police to address potentially serious situations.
  5. According to a representative of the ACLU, the youth curfew would be ineffective and detrimental to public safety, diverting attention and

resources.

6. The youth curfew would be a basic civil rights violation.
7. The youth curfew would impact differently on homeless youth, 25% to 30% of whom are Lesbian/Gay youth.
8. Some youth would be returned to abusive family situations.
9. Youth from specific neighborhoods will be harassed more by the Police.
10. More youth will be incarcerated in the Youth Guidance Center,
11. Police would have added pressure of detaining youth.
12. Police and youth relationships would get worse.
13. Taxes that could go to positive activities for youth would go instead to detention centers.
14. For many youth, home is not the safest place to be; therefore, they spend more time outdoors.

Y-MAC proposed solutions:Use detention center money for evening recreation programs like Midnight Basketball and Soccer, tutoring, arts & crafts, music classes, teen support groups and dances.

Create more social services for potential criminal adults who are bad influences on youth.

A curfew law and incarcerating youth are not the solution to the problem. Places need to be provided for youth to have fun in their spare time. These programs would keep youth off the street and provide positive outlets for their energy.

The city of San Jose has maintained extensive statistics regarding their youth curfew. San Jose has statistics as to the number and descriptions of both juvenile offenders and juvenile victims. Young people have been detained less than two hours prior to being picked up by their parents.

The news media has conveyed that there is increasing crime. The youth curfew in effective in San Jose was ineffective because 80% of juvenile crime occurs in no curfew hours and most crimes occur inside. The annual cost of enforcing the youth curfew in San Jose is $1 million dollars. Seven police officers are assigned to the enforcement of the curfew. In one year, 1082 youth were picked up. Jill Tregor inquired whether or not San Jose would change its enforcement of the youth curfew because 60% of those stopped were Latino? Mr. Bradley responded that he did not know whether that 60% figure reflected who were on the street or unfair enforcement.

The short term solution to juvenile crime is to provide expand recreational services, while the long range solution is expanded educational services. People are not required to carry identification in the United States; however, young people, under a curfew, can be stopped and taken to jail if they are not carrying ID. Where would the money come

from, Mr. McDonald wondered.

If curfew violation was not a crime, why were youth being arrested? Mr. Bradley responded that police would not want to give citations and then release young people.

Barbra Bell related that used to be a youth curfew in place which was sensitively enforcement. Ms. Bell urged that safeguards be developed because the curfew was going to pass one way or the other.

Marge Levy expressed her opposition to the youth curfew. She advocated that curfew centers should be school and Recreation & Park facilities. Ms. Levy did not see a curfew law taking the place of parents.

Dara Zimmerman observed that youth cannot vote.

PRESENTERS

Mr. Flynn Bradley, Mayor's Criminal Justice Council, explained that Mayor Jordan, after receiving complaints regarding youth crimes at late hours, asked the Criminal Justice Council to investigate the possibility of a youth curfew. Mr. Bradley stated that the Council then looked at various ordinances throughout the nation. The Council looked at punitive and non-punitive ordinances and devised the youth curfew ordinance to be non-punitive. Non-punitive curfews do not treat the young person as a criminal and does not make them appear in juvenile court. The curfew ordinance will have a program attached where the child would come to parent/child counseling sessions. The ordinance would have a curfew center modeled after the one in Phoenix and in San Jose. In San Jose, the Police Department has seen a decrease in youth related crimes during the late hours of curfew. In San Francisco, Mr. Bradley believes, that the curfew ordinance is necessary because, 1; there have been an increase in juvenile crime and 2; increase in victimization rates of young people. The curfew law for youth under 14 has been in effect in San Francisco for many years, however, it is not enforced.

Answering a question from Commissioners Bear King and Fong, Mr. Bradley stated that the police officer will determine whether the youth is in violation of the curfew ordinance or other violation and that if the youth is found in violation of the curfew ordinance he/she is then taken to the curfew center. Mr. Bradley added that the location of the curfew center was discussed at twenty different meetings across the communities.

Answering a question from Commissioner Saliba, Mr. Bradley stated that the are no records made for the youth. There will be a computer on-site to track the number of times a youth that are brought in, but that it is not linked to the police records.The records will not be turned in to the Juvenile Probation Department unless a serious crime has

been committed by the youth.

Answering a question from Commissioner Robinson, Mr. Bradley stated that the cost for the center is $200,0000 for a counseling staff, equipment for the curfew center, carfare for families without resources, and police officers. The Council is also looking into the possibility of processing an MOU with the Juvenile Probation Department. For youths that do not have family to pick them up, they would be driven to Huckleberry House or other facilities that have open places.

Answering a question from Commissioner Bear King, Mr. Bradley stated that the oversight committee specified in the ordinance would address the issue of racial parity in detention to ensure that there is no disparity among races.

Mr. Bradley stated that the curfew ordinance will be publicized with the media, parents will be made aware through the schools and through newspapers and radio stations.

Inspector Bill Maring, San Francisco Police Department, Juvenile Department, addressed the concern regarding the time of curfew. He stated that the 11:00 p.m. curfew for young people during school hours is adequate because there is an element of danger when children are out at late hours. They are certainly exposed to different types of dangers at those times. Children who are detained do not get a rap sheet which will jeopardize their chances in obtaining a job or getting into higher learning institutions The curfew ordinance will be enforced on an availability cases. The police officer will take care of serious crimes first. When he/she has available time, they will endorse the curfew. Regarding children without families, Inspector Maring believes that these children will benefit from being placed in a home where they can be supervised, feed and cared for. Regarding the lesbian, gay, bisexual, transgendered issues, Inspector Maring believes there will be no problem. Regarding a child being returned to an abusive family, the ordinance provides for follow-up counseling sessions.

Answering a question from Director Lee, Inspector Maring stated that if the youth resists detention or refuses to go to the curfew center, the process will then become a criminal manner. Detention will then be treated as a full-blown arrest.

Answering a question from Commissioner Fong, Inspector Maring stated that the Police Officer will take the youth to the appropriate facility such as the curfew center, the Youth Guidance Center (if they are carrying a weapon), or a group home (where many youths are AWOL).

Mr. John Crew, speaking as a parent and a representative of the ACLU, stated that the mere increase on the number of police officers patrolling the street deters people, not only youths, from committing crimes. Mr. Crew related that police officers now have the

authority to detain and interrogate. He urged the Human Rights Commission to oppose the passage of this ordinance. He observed that the oversight committee is proposed only for one year. This law gives police officers the tool to detain and investigate youths who are doing no wrong whatsoever. If police have reasonable suspicion that a youth or adults is engage in wrong doing they have the authority to detain and investigate them. The ordinance would allow youth that are not engage in any wrongdoing but are "hanging out" to be detained. Police officers may be sensitized initially; however, after a year the oversight committee will not be in place and the police officers may not be as careful. Neither the oversight committee nor the Board of Supervisors can change the ordinance as it is written. Changes in the ordinance could only be made by the voters. Mr. Crew stated that, in 1987, the current curfew law was disparately used. The ACLU requested the police department to follow guidelines on how to enforce the curfew law and they were told that officers would use "common sense". The ACLU filed a lawsuit on behalf of an African American youth who was on his way to his graduation celebration; He was stopped, "body slammed", while he saw young 'white' youths passing by. In 1989, the Police Department statistics showed they were enforcing the curfew law against African Americans at a rate four times that of the population. The Police Department did a study, based on hearings. They stated that the curfew law could not be enforced "fairly". In 1990 then the curfew law was deemed unenforceable. Mr. Crew asked what changed since 1990 to 1995. The ordinance do not have any guidelines to follow, nor does he believe that the Police Department could enforce this curfew law uniformly. Mr. Crew also pointed out that youths who are detained whether it is called "detained" or "arrested" the same procedures are followed. The youth is handcuffed in back and placed in the back of a police car. That the youth ends up at a recreational facility does not change the fact that he has been treated as a criminal. This law also gives police officers the legal authority to stop youths because of their looks. If they look younger than their age, they will be stopped. Based on past experience, Mr. Crew asked the HRC not to endorse the proposed curfew law.

Susan Suval, a member of the Youth and Education Committee member, stated that she is very concerned about the oversight committee being in place for only one year and the lack of participation by youth in devising the ordinance itself as well as youth not having the right to vote.

(Friend of Toyin Moses; stated that she is 16 years old and does not support the curfew law because she cannot vote to approve or disapprove the ordinance.

Toyin Moses; wanted to move the curfew to a later hour, especially during the weekend. She is also against youth being arrested because they resist detention.

Lisa Pagan, a member of a community organization in the Mission, stated that her organization has a safety and health committee. They are against the curfew because

they do not believe the ordinance will address the safety aspect. She pointed out that she was not aware of a community meeting being held in the Mission regarding this ordinance.

Eric Quezada, related that he was very concerned about the general direction that society is taking by restricting youths. He observed funding for education has been cut back as have sport and art programs to which youths could belong, however, money is being spent to restrict youth even further. The curfew law would criminalize and oppress youth. Money should be going to prevent children from searching for non-productive activities because they are bored, Mr. Quezada urged.

Larry Brinkin, expressed his strong opposition to the curfew law. Mr. Brinkin explained that as a youth he had a stepfather who beat him and who worked the graveyard shift. Mr. Brinkin stayed out of the house when it was dangerous and came home after his stepfather was gone. The worse thing that could have happened to Mr. Brinkin, was if he would have been picked up by the Police or a social service agency. This would have infuriated his stepfather, making it very dangerous for him. It would be very terrible for a youth's self-esteem to be stopped and handcuffed in front of their neighbors who would perceive the youth as being "bad". Regarding the issue of stopping victimization, the streets in San Francisco can be very mean, but youth should not be punished because San Francisco has mean streets. Should women be asked to stay home because they would be victims of sexual assault, should we ask Lesbian and Gay people to stay home because there is an epidemic of hate violence against them, wondered Mr. Brinkin. The streets belong to the people; if there are mean streets, then address this issue. Youths are people too and this will further infringe on their rights as human beings. He urged the Commission to vote against the curfew ordinance.

Staff person Gail Roberts stated that the Board of Supervisors referred this issue to the Health, Public Safety and Environment Committee which meets the first and third Thursday of the month, July 6 and July 20. The Committee will address this issue on July 20, 1995.

Commissioner Robinson stated that articulate youths will probably talk their way out of detention, others may not. A disproportionate rate amongst youth of color and immigrants will be prevalent. She suggested that police officers ask the youths to voluntarily attend a recreational program rather than having sort of "dragnet" operation which will probably create fear. Parents will not only worry about the bus breaking down, but that the Police may have picked up "Johnny". On the other hand, if parents discuss and approve a non-punitive, non-fear induced program, where the Police and parents can support each other, it would be more feasible.

***Moved (Fong)\Seconded (Daddio)\ Unanimously in favor of tabling this item until the

July 13, 1995 Commission meeting and communicate with Supervisor Alioto's Health, Public Safety and Environment Committee.

Approval of Letters to the Juvenile Probation Commission and the Social Services Commission regarding the "Society's Child article in the April 1995 issue of Focus Magazine".

***Moved (Robinson)\Seconded (Saliba)\unanimously in favor to forward the letters.

Committee Report

Commissioner Fong requested that copies of the prepared Committee Report be given to the Commissioners. She reported that the Committee heard a panel presentation on Challenges to Affirmative Action. The speakers were Mary Watts, California for Equal Opportunities; Adriana Cardenas, Office of Civil Rights, U.S. Department of Education; Kevin Williams, HRC Contract Compliance Officer, and HRC Director Ed Lee. They gave very compelling information on the impact should affirmative action be lost.

MBE/WBE/LBE Advisory Committee

Commissioner Louie reported that, after months of discussion regarding raising the economic threshold for Bond Underwriters, the Committee was split between raising the threshold to $5 or $7 million. Commissioner Louie was able to reach a consensus with the Committee to raise the economic threshold to $5 million with three conditions as outlined on the resolution. The Committee requested that the HRC monitors the bond underwriters program with quarterly reports. Commissioner Louie presented the following resolution for approval:

BOND UNDERWRITERS

WHEREAS, the City needs to contract with bond underwriters for the negotiated sale of various types of municipal bonds; and

WHEREAS, the City desires to contract with certified Minority and Women-owned Business Enterprises (MBEs and WBEs) in fulfillment of the intent of the MBE/WBE/LBE Ordinance; and

WHEREAS, the Human Rights Commission has stated that it recognizes the need to review the economic disadvantage level requirements which businesses must meet in order to be certified as MBEs and WBEs by focusing on specific fields; and

WHEREAS, the field of bond underwriting requires significant capital in order for a business to participate meaningfully in meeting the City's needs; and

WHEREAS, the Human Rights Commission strongly feels that it is important for even the smallest firms to be able to continue to participate in the City's MBE/WBE/LBE Program; and

WHEREAS, other jurisdictions with MBE/WBE programs, including the U.S. Small Business Administration, utilize higher economic disadvantage limits than currently reflected in the City's MBE/WBE/LBE Ordinance; and

WHEREAS, the Human Rights Commission has heard substantial testimony from MBEs and WBEs in this field over a six month period at five public meetings regarding this matter;

WHEREAS, the Human Rights Commission is charged with making recommendations to the Board of Supervisors regarding needed amendments to the ordinance to make it more effective;

THEREFORE, BE IT RESOLVED that the Human Rights Commission does recommend to the Board of Supervisors and the Mayor that the MBE/WBE/LBE Ordinance, Chapter 12D of the San Francisco Administrative Code, be amended so that the economic disadvantage level for bond underwriters is raised to $5 million in average annual gross receipts over the three years immediately preceding application for certification; and

BE IT FURTHER RESOLVED, that the Human Rights Commission does also recommend that this recommendation be adopted with an additional recommendation:

- that a mentoring program be established to foster the growth of the smallest MBEs and WBEs in this field;
- that joint ventures between MBEs/WBEs and majority, non-economically disadvantaged businesses;
- that the Human Rights Commission monitor all departments using bond underwriters, receiving quarterly reports from such departments as to their overall contracting in this area, good faith efforts made to contract with MBEs and WBEs, and breakdowns and explanations of MBE/WBE participation on these contracts.

BE IT FURTHER RESOLVED, that the Human Rights Commission does direct staff to include in the Human Rights Commission's 1993-94 Progress Report these

recommendations.

Director Lee stated that this is one of the first industries that the Commission has been asked to review their economic thresholds. The thresholds in the ordinance is $2 million for everyone (including bond underwriters), and $14 million for everyone in construction. These thresholds were established in the 1970s and continued because the HRC has not had the tools to evaluate industrial standards and account for modern economic analysis. The key feature on the $5 million thresholds is that this is the FAA established economic threshold. Our economic threshold for bond underwriters was having an adverse impact on the pool of available certified firms.

***Moved (Louie)\Seconded (Daddio)\Unanimously in favor to approve the new $5 million economic threshold for bond underwriters.

Committee Report

Commissioner Louie stated that he is in the process of making a decision on new applicants to the Committee. Nine candidates were interviewed by members of the Committee as well as by staff person Jacquie Hale. Answering a question from Commissioner Fong, Commissioner Louie stated that he is checking with Deputy City Attorney Lori Giorgi on possible applicants who belong to the Small Business Advisory Committee or other organizations that may present a conflict of interest.

The concern is whether a person should represent an organization rather than as an individual. A person representing an organization may have to receive approval from the organization to vote on matters pertaining to the Committee, Commissioner Daddio explained.

Director Lee explained that whatever decision is made needs the unanimous vote of the full Commission.

TASK FORCE REPORTS

American Indian Business Development Task Force

Commissioner Bear King called upon LaRonda Johnson, HRC Intern, for the report. Ms. Johnson presented the Commissioners with a packet of information researched. She reported that Commissioner Bear King, John LaVell and her went to the Sacramento Archives to research discrimination against Indians. The Task Force seeks to gather strong evidence of discrimination that is necessary in order to include American

Indians in the MBE/WBE/LBE Ordinance. The Croson decision states that in order for a race based ordinance to be constitutional, under strict scrutiny, each race has to prove that it have been discriminated against and that the discrimination has been continuous and prevalent. To prove continuous discrimination the research needed to begin far enough and prove continuance discrimination with relocation records, unsuccessful ventures in businesses and employment. A survey will also be sent to businesses in San Francisco to search how many businesses have been successful in securing contract with the City and how many has been unsuccessful. The Task Force feels that it needs as much information as possible due to recent attacks on affirmative action.

Commissioner Bear King gave a historical account on the forced plight of American Indians throughout the state.

Native American/American Indian Social Services Task Force

Commissioner Bear King called upon Fernando Quinonez, HRC Intern, for the report. Mr. Quinonez reported that the Social Services Task Force heard a presentation from Frank Anderson, HRC's Senior Contract Compliance Officer. Mr. Anderson outlined the requirements of developing an affirmative action plan. Commissioner Bear King reminded the Task Force about the procedures to follow when they are representing the Task Force to the media. The Task Force will be doing a pilot test with the Commission on Aging. After this interview, the Task Force members will be interviewing the different departments.

Commissioner Bear King stated that the Task Force is geared to identify problems in the different departments and that departments perceive these as problems.

UNFINISHED BUSINESS

Director Lee reported that he will be attending the CAHRO Board of Directors meeting on Friday, June 23, 1995. The meeting will take place at the Airport to prepare for the CAHRO Conference at the Miyako Hotel in October.

NEW BUSINESS

Commissioner Robinson related Bishop William Swing of the Episcopal Diocese of California, is working on a proposal to convene a United Religions of the World Conference possibly to bring together leaders of 15 religions to address world peace. Commissioner Robinson suggested that Bishop Swing be invited to make a presentation to the Commission to describe the initiative in September.

Commissioner Louie reported that Asian Inc. is having a fund raiser. Anyone interested

to contact him.

CALENDAR MATTERS

The Commission will meet once in July, Thursday, July 13, 1995 and once in August, Thursday, August 10, 1995.

All committees and task forces meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EMPLOYMENT	Thursday, August 3, 1995 2:00 P.M.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, July 18, 1995 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Wednesday, July 19, 1995 5:30 P.M.
YOUTH AND EDUCATION	Thursday, September 21, 1995 3:30 P.M.
AMERICAN INDIAN TASK FORCE BUSINESS DEVELOPMENT	Monday, July 24, 1995 5:30 P.M.
AMERICAN INDIAN TASK FORCE ON SOCIAL AND CULTURAL ISSUES	Thursday, August 17, 1995 6:00 P.M.

ADJOURNMENT

Commissioner Abrahamson adjourned the meeting at 7:00 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JULY 13, 1995

4:30 P.M.

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ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Connie Bear King
Commissioner Katheryn M. Fong
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of June 22, 1995.

3. GENERAL COMMUNICATIONS

4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

   (a) Approval of letter to Jack Peltason, President, University of California, opposing action by the Board of Regents to eliminate affirmative action programs in the University of California system.

6. REPORT OF THE DIRECTOR

   (a) Budget Update.

   (b) Discussion of Challenges to Affirmative Action.

7. COMMITTEE REPORTS

   (a) Lesbian Gay Bisexual Transgender Advisory Committee
   Commissioner Jeanette Lazam, Chair
   Commissioner Connie Bear King, Vice Chair
   Larry Brinkin, Committee Staff

(1) Approval of letter to Human Rights Campaign Fund encouraging them to lobby for transgender rights.

(2) Approval of letter to the Board of Supervisors, asking them to lobby for the inclusion of gender identify in the Employment Non-Discrimination Act.

(3) Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, July 18, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Youth and Education Committee
Commissioner Katheryn M. Fong, Chair
Gail P. Roberts, Committee Staff

(1) Adoption of Position Paper on Youth Curfew.

(2) No Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, September 21, 1995, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Commissioner Alma Robinson, Vice Chair
Jacquie Hale, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, July 19, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Employment Committee
Commissioner Mary Gomez Daddio, Chair
Frank Anderson, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, August 3, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

8. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, July 24, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social Services Task Force
Commissioner Connie Bear King, Chair
Commissioner Jeanette Lazam, Vice Chair
Gail P. Roberts, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social Services Task Force will be held on Thursday, August 17, 1995, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

11. CALENDAR MATTERS

(a) August 10, 1995 is the only Commission meeting in August.

12. ADJOURNMENT

NEXT MEETING: THURSDAY, AUGUST 10, 1995

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HUMAN RIGHTS COMMISSION

July 13, 1995

The Minutes of this meeting are missing.

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Edwin M. Lee
Director

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, AUGUST 10, 1995

4:30 P.M.

25 VAN NESS AVENUE
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ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Stanley O. Animo
Commissioner Connie Bear King
Commissioner Katheryn M. Fong
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of June 22, 1995.

   (b) Review of notes of July 13, 1995 session.

3. GENERAL COMMUNICATIONS

4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

   (a) Welcome to and introduction of Commissioner Stanley O. Animo.

6. REPORT OF THE DIRECTOR

   (a) Request for Approval of 1996 Community Development Grant Proposals.

   (b) Budget Update.

   (c) Discussion of Challenges to Affirmative Action.

7. COMMITTEE REPORTS

   (a) Employment Committee
   Commissioner Mary Gomez Daddio, Chair
   Frank Anderson, Committee Staff

   (1) Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, September 7, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Commissioner Alma Robinson, Vice Chair
Gail P. Roberts, Acting Committee Staff

(1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, August 16, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Youth and Education Committee
Commissioner Katheryn M. Fong, Chair
Gail P. Roberts, Committee Staff

(1) Further Discussion of issues related to the Youth Curfew.

(2) Affirmative Action Task Force Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, September 21, 1995, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Connie Bear King, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

(2) Letter to UC urging support of domestic partner benefits.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, August 15, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, August 15, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social Services Task Force
Commissioner Connie Bear King, Chair
Commissioner Jeanette Lazam, Vice Chair
Gail P. Roberts, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social Services Task Force will be held on Thursday, August 17, 1995, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

11. CALENDAR MATTERS

12. ADJOURNMENT

NEXT MEETING: THURSDAY, SEPTEMBER 14, 1995

HUMAN RIGHTS COMMISSION

August 10, 1995

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Director

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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THURSDAY, SEPTEMBER 14, 1995

4:30 P.M.

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ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Stanley O. Animo
Commissioner Connie Bear King
Commissioner Katheryn M. Fong
Commissioner Tim Hanlon
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba

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AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of August 10, 1995.

   (b) Review of notes of July 13, 1995 session.

3. GENERAL COMMUNICATIONS

4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

   (a) Welcome to and introduction of Commissioner Tim Hanlon.

   (b) Approval of Resolution of Commendation for former Commissioner Jeanette Lazam.

   (c) Approval of Resolution of Commendation for former HRC staff person Jacquie Hale.

6. REPORT OF THE DIRECTOR

   (a) Approval of MOU (Memorandum of Understanding) with the AIDS Office of the Department of Public Health for a Work Order covering HIV-discrimination investigations and technical assistance.

   (b) Budget Update.

(c) Discussion of Challenges to Affirmative Action.

7. COMMITTEE REPORTS

(a) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Commissioner Alma Robinson, Vice Chair
Gail P. Roberts, Acting Committee Staff

(1) Acceptance of FY 93-94 Contract Participation Progress Report and Adoption of Recommendations.

(2) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, September 20, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Tim Hanlon
Commissioner Connie Bear King, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

(2) Approval of a letter to the Tenderloin AIDS Resource Center expressing concern re: the content of a film shown at their benefit.

(3) Approval of a letter to the San Francisco Community College Board of Trustees supporting the proposed resolution prohibiting dissemination of information on military scholarships due to the ban on military recruiting.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, September 19, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Youth and Education Committee
Commissioner Katheryn M. Fong, Chair
Gail P. Roberts, Committee Staff

(1) Adoption of Youth Curfew Position Statement.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, September 21, 1995, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Employment Committee
Commissioner Mary Gomez Daddio, Chair
Commissioner Stanley O. Animo, Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, October 5, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

8. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, September 18, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social Services Task Force
Commissioner Connie Bear King, Chair
Gail P. Roberts, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social Services Task Force will be held on Thursday, September 21, 1995, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

11. CALENDAR MATTERS

(a) Change of regular Commission meeting from Thursday, September 28, 1995, to Wednesday, September 27, 1995, at 4:30 P.M.

(b) Cancellation of the regularly scheduled meeting of Thursday, October 12, 1995 because of its conflicting with the CAHRO (California Association of Human Rights Organizations) 22nd Annual Training Conference October 12 - 15, 1995 in San Francisco.

12. ADJOURNMENT

(a) In Memory of Noel Day.

(b) In Memory of Alvin Joe.

NEXT MEETING: WEDNESDAY, SEPTEMBER 27, 1995

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, SEPTEMBER 14, 1995.

NEXT MEETING

DATE: September 27, 1995

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue
8th Floor Conference Room
San Francisco, CA 94102

Commission Vice Chair Mary Gomez Daddio called the meeting to order at 4:30 p.m.

ROLL CALL

Commissioners

Present: Mary Gomez Daddio, Vice-Chair; Stanley O. Animo; Connie Bear King; Tim Hamlon; Calvin Y. Louie; Resa Peay-Wainwright; Alma Robinson; and Ghada N. Saliba.

Excused: Lucille Abrahamson and Katheryn M. Fong.

HRC Staff

Present: Don Hesse, Acting Director; Frank Anderson, Larry Brinkin, Brian Cheu, Cynthia Goldstein, Gail P. Roberts.

APPROVAL OF MINUTES

***Moved (Animo)\Seconded (Saliba)\Unanimously approved the minutes of August 10, 1995 correcting page 2, first paragraph under the Report of the Director 7th line to note "600,00 youths" not 60,000.

REPORT OF THE CHAIR

Commissioner Daddio introduced and welcomed newly appointed Commissioner Tim Hanlon. Commissioner Daddio stated that Commissioner Hanlon was not new to the Human Rights Commission, in 1984/1985 he served on the Employment Committee. Commissioner Hanlon is currently working for the Wells Fargo Foundation and has managed the Wells Fargo Bank Minority Business and Disabled Procurement program.

Commissioner Hanlon stated that he was delighted to be part of the Human Rights Commission.

Approval of Resolution of Commendation for former Commissioner Jeanette Lazam.

WHEREAS, Jeanette Gandionco-Lazam served as a Human Rights Commissioner from January 1993, until August 1995; and

WHEREAS, Jeanette Gandionco-Lazam served as Chair of the Lesbian Gay Bisexual Transgender Advisory Committee, and Vice Chair of the Native American Social Services Task Force, while a Commissioner; and

WHEREAS, Jeanette Gandionco-Lazam provides leadership of and advocacy for the Lesbian/Gay/Bisexual/Transgender communities; and

WHEREAS, Jeanette Gandionco-Lazam has worked to improve the lives of people with HIV through her work with the AIDS Emergency Fund, the Asian & Pacific Islander Health Forum, and other organizations; and

WHEREAS, Jeanette Gandionco-Lazam has provided leadership in the struggle of the Filipino community for empowerment and equality, both in the Philippines and in the United States, including actively participating in the struggle to restore democracy and end martial law in the Philippines; and

WHEREAS, Jeanette Gandionco-Lazam exercised leadership in the City's investigation of discrimination against transgendered people, leading to landmark legislation protecting San Franciscans from discrimination based on gender identity; and

WHEREAS, Jeanette Gandionco-Lazam has demonstrated enthusiastic and strong support for the Human Rights Commission and has consistently been a "team player;"

NOW, THEREFORE, BE IT RESOLVED, that the Human Rights Commission commends Jeanette Gandionco-Lazam for her dedicated and committed service as a Commissioner

on the Human Rights Commission; and

FURTHER, BE IT RESOLVED, that the Commissioners and staff of the Human Rights Commission convey their deep appreciation to Jeanette Gandionco-Lazam for her conscientious service and strong support, wishing her well in her future endeavors.

***Moved (Louie)\Seconded (Bear King)\Unanimously approved the commendation resolution.

Commissioner Daddio stated that Commissioner Abrahamson is holding a reception at her home to thank Commissioner Lazam.

Approval of Resolution of Commendation for former HRC staff person Jacquie Hale.

WHEREAS, Jacquie Hale served on the staff of the Human Rights Commission in the capacity of Coordinator from 1989 until 1995; and

WHEREAS, During her tenure, Jacquie Hale functioned as Public Information Officer and Legislative Analyst, staffed the MBE/WBE/LBE Community Advisory Committee, prepared the annual Progress Reports and quarterly reports on the MBE/WBE/LBE Ordinance, provided oversight of the Management Information System and managed the Unit which certifies minority and woman-owned businesses; and

WHEREAS, Jacquie Hale served on the staff of the Commission on the Status of Women from 1980 to 1989, first as clerical support, then as a Representative and, subsequently, as Coordinator, supervising staff and programs and providing support for the Commissioners; and

WHEREAS, Jacquie Hale is very committed to and involved in issues of women's rights; and is an outspoken advocate of civil rights for all San Franciscans; and

WHEREAS, Jacquie Hale has played an important role in facilitating the increased participation of minority and woman-owned businesses in City contracting; and by organizing the first MBE/WBE/LBE Awards Celebration recognizing the contribution of minority, women and local business owners; and has been an active and committed supporter of BACCOA (Bay Area Contract Compliance Officers Association); and

WHEREAS, Jacquie Hale has demonstrated enthusiastic and strong support for and commitment to the Human Rights Commission and has consistently been a "team player" and a conscientious manager;

NOW, THEREFORE, BE IT RESOLVED, that the Human Rights Commission commends Jacquie Hale for her dedicated service and strong performance as a member of the staff of the Human Rights Commission; and

FURTHER, BE IT RESOLVED, that the Commissioners and staff of the Human Rights Commission convey their deep appreciation to and abiding affection for Jacquie Hale for her extremely conscientious service and very strong support, wishing her the very best in her future endeavors.

***Moved (Louie)\Seconded (Robinson)\Unanimously in favor of the commendation resolution.

The following resolution was approved unanimously pending the presentation to Mr. Turpen at his reception on Tuesday, September 19, 1995.

LOUIS A. TURPEN

WHEREAS, Louis A. Turpen has been the Director of the San Francisco International Airport for the past 14 years; and

WHEREAS, Louis A. Turpen has been instrumental in the development of a highly successful minority and disadvantaged business enterprise program for participation on Airport projects and concession services; and

WHEREAS, the Airports' concession program has resulted in more than 50 percent of leased area being held by minority and women-owned businesses; and

WHEREAS, the $2.4 billion Airports Master Plan Program is creating significant opportunities for minority and women businesses and is projected to create 11,600 new jobs in the Bay Area; and

WHEREAS, under Louis A. Turpen's leadership, the San Francisco International Airport has achieved the best record of all City departments in minority and disadvantaged business participation; and

WHEREAS, Louis A. Turpen provided strong support for innovative efforts by Airports and Human Rights Commission staff to expand contracting opportunities for minority and women businesses;

NOW, THEREFORE, BE IT RESOLVED, that the Human Rights Commission, at its regular meeting of September 14, 1995, commends Louis A. Turpen for his extraordinary leadership as Director of San Francisco International Airport; and

FURTHER, BE IT RESOLVED, that the Commissioners and staff of the Human Rights Commission convey their appreciation to Louis A. Turpen for his strong support of the minority and women business utilization program and wish him success in his new position as President and Chief Executive Officer of the Greater Toronto Airports Authority.

***Moved(Saliba)\Seconded (Hanlon)\ Unanimously in favor to approve the resolution and present it to Mr. Turpen at his farewell dinner on Tuesday, September 19, 1995.

Commissioner Daddio congratulated Commissioner Saliba on her recent marriage. Commissioner Saliba is now Commissioner Saliba-Malouf.

REPORT OF THE DIRECTOR

Acting Director Don Hesse presented the following document for approval:

Approval of MOU (Memorandum of Understanding) with the AIDS Office of Department of Public Health for a Work Order covering HIV-discrimination investigations and technical assistance.

Answering a question from Commissioner Animo, Commissioner Daddio stated that both departments must negotiate the language on work orders and it can take longer, therefore, the MOU will be retroactive to July 1, 1995.

Commissioner Robinson requested that a summary of a lenthys MOUs be prepared and provided to Commissioners in the future.

Answering a question from Commissioner Bear King, Brian Chue stated that this agreement is a formal agreement; the HRC had an informal agreement with the Department of Health and this year is much more detailed.

Answering a question from Commissioner Robinson, Brian Cheu stated that the services provided by the HRC include mediation, complaint services, technical assistance to any HIV+ individual whether they are employed in a private or non-profit service. Commissioner Robinson commended the staff on their excellent reporting.

Answering a question from Commissioner Saliba-Malouf, Brian Cheu stated that the HRC working together with the AIDS Office has prioritized outreach for the AIDS health care providers funded through the AIDS Office. A newsletter has also been provided. The program can be tailored to large or small companies, private or non profit.

Answering a question from Commissioner Hanlon, Brian Chue reported that there appears to be no language in the MOU that prohibits charging to conduct and prepare workshops for these non-AIDS service organizations.

***Moved (Bear King)\Seconded (Hanlin)\Unanimously in favor to approve the MOU with the AIDS Office of the Department of Public Health.

Budget Update

Don Hesse reported that the Board of Supervisors has scheduled a series of meetings regarding the expected budget cuts from the State. Director Lee feels that the HRC has taken several budget cuts "blows" in the past and he has been able to acquire MOU's through Orange County Transportation Authority and one possible grant from the Department of Housing and Urban Development for $150,000. Because of others work orders, Director Lee feels that the HRC budget is relatively "safe" at this time.

Discussion of Challenges to Affirmative Action

Don Hesse reported that a press release and a newspaper article were included in the correspondence file regarding the City's intervention on the Governor's lawsuit regarding affirmative action. A number of private civil rights groups are also intervening in the lawsuit.

Commissioner Robinson commented that she heard Director Lee on KCBS Newsradio commenting on the lawsuit.

Don Hesse reported that the CAHRO (California Association of Human Rights Organization) Conference is scheduled to begin, Thursday, October 12, 1995. Most HRC's in California are very small departments without the resources needed to do an effective job. The Conference's first day would be aimed at instructing them about resources available and providing useful the necessary skills. On Friday, the conference will be directed solely at affirmative action. Mr. Paul Igasaki, former Director of the Asian Law Caucus and presently Vice Chair of the United States Equal Employment Opportunity will be the guest speaker. On Saturday, Speaker Emeritus Willie Brown will be the main speaker. Speaker Brown is one of the leading national figures defending Affirmative Action. The Conference will also address other issues including immigration hate violence. There will also be some social events. On Thursday evening there will be a

tour of MOMA (Museum of Modern Art) followed by a reception at the California Creole Restaurant; on Friday a reception will be hosted by the Friends of the Human Rights Commission at Japantown; on Saturday the Annual CAHRO Banquet will be held. Don encouraged the participation of all Commissioners.

IOHRA Conference

Commissioner Peay-Wainwright reported that she attended the International Organization of Human Rights Associations (IOHRA) in Tulsa, Oklahoma. She stated that the conference was well organized and it focus on Affirmative Action. It offered workshops from Management Development to a Youth Day. She enjoyed a workshop given by a woman from New York on the Economics of Affirmative Action. She hoped that more Commissioners, staff, and contract compliance officers could attend these types of conferences since it gives a sense of value and belonging to the agency's efforts.

COMMITTEE REPORTS

(a) MBE/WBE/LBE Advisory Committee

Commissioner Louie stated that the progress report with its 16 recommendations needed to be approved. One major statistic from the report is that Latino participation has steadily gone down. Commissioner Louie requested that statistical reports be given in a more timely manner, so the Commissioners would know what type of participation has gone down and do outreach ahead of time. He stated that the report is received for approval almost a year later.

Staff person Gail Roberts stated that there were external constraints of bringing the report two months after the close of the fiscal year. The Controller's Office keep their books open for 90 days after the close of the fiscal year, and the HRC's statistics are based on the Controller's report.

***Moved (Louie)\Seconded (Peay-Wainwright)\Unanimously in favor to request the statistical reports as soon as they are available after the closing of the fiscal year.

***Moved (Louie)\Seconded (Peay-Wainwright)\Unanimously in favor to adopt the FY 93/94 Contract Participation Progress Report and Adoption of Recommendations.

Gail Roberts reported that Director Lee gave a report regarding set-aside contracts. He will make a detailed report at the September 20, 1995 scheduled meeting.

Gail Roberts stated that as of July 1, 1995 there were 820 applications, and an increase

of applications received. As of Monday, September 11, 1995 there were 424 pending applications including 200 that were newly received. She reported that Wednesday, September 13, 1995 an "administrative cert night" was held and more than one hundred applications were completed.

Answering a question from Commissioner Saliba, Gail Roberts reported that in reducing the backlog she used a systems approach. All applications were looked at and found that 80% of applications were "straight forward" and can be done in a week; 20% may take three months or longer. The applications were taken chronologically before and the straight forward applications 'sat' until it was their turn. At that time the paperwork sent originally was outdated and needed new documentation; registry and recertification are usually straight forward and should be turned around fairly quickly.

Commissioner Robinson commended the staff on bringing the certification backlog down.

The September 20, 1995 will focus on Airport jobs; there were some problems from subcontractors reported that they were listed on jobs and they were not getting the work.

(b) Lesbian Gay Bisexual Transgender Advisory Committee

Brian Cheu introduced new intern Larry Boylan. Mr. Boylan introduced himself as a law student at Northeastern University in Boston, and looked forward to working with the Human Rights Commission.

Mr. Cheu reported that the meeting was held on August 15, 1995. The LGBTAC raised $483 for the student intern program from its raffle. A presentation was made on issues of substance, tobacco and drug abuse on the LGBT community. The Committee will put together a workshop dealing with Lesbian Gay Bisexual Transgender and HIV Issues on 9-10:30 Saturday, October 14, 1995 at the CAHRO Conference; former Commissioners will do a presentation on like issues. Former Commissioner Lazam, Wong and Phyllis Lyon are expected to be on the panel. The Youth Task Force is well attended and prioritized four issues which will be presented to the LGBTAC. These are: (a) Legal rights of youths 18 and under (b) San Francisco School Unified District issues (c) Mental Health issues, and (d) Lack of places to hang out for youths under 18. The Affirmative Action Task Force held a very successful training for their members and in turn there will be training workshops for community organizations. One is tentatively scheduled for October 21, 1995 and another on December 9, 1995. Commissioner Bear King is preparing a brochure on Affirmative Action. Ms. Goldstein then reported to the Committee about an incident in Spokane regarding a young girl who was molested and killed by a family member. The county coroner stated that the incident was based on homosexuality although there was no connection. The Spokane Human Rights Commission condemned the comments of the Coroner and organized a rally

against his comments; the LGBTAC voted to request Director Lee to write a letter of support for the Spokane Human Rights Commission condemning the Coroner's statement which was sent and read at the rally in Spokane.

Approval of a letter to the Tenderloin AIDS Resource Center expressing concern re: the content of a film shown at their benefit.

***Moved (Animo)\Seconded (Hanlon)\Unanimously approved to send letter.

Approval of a letter to the San Francisco Community College Board of Trustees supporting the proposed resolution prohibiting dissemination of information on military scholarships due to the ban on military recruiting.

***Moved (Hanlon)\Seconded (Bear King)\Unanimously approved to send letter.

(d) Employment Committee

Commissioner Daddio welcomed Commissioner Animo as the Vice-Chair of the Employment Committee. She stated that there will be a full report at the next Commission meeting.

(c) Youth and Education Committee

Commissioner Daddio requested a volunteer Commissioner to chair the Thursday, September 21, 1995, they were asked to call Gail Roberts.

TASK FORCE REPORTS

American Indian Business Development Task Force

Commissioner Bear King stated that La Ronda Johnson is receiving responses to the survey sent. Statistical information is still coming in and she is gathering all information for a full report. She will also be working on language for the Ordinance.

Native American/American Indian Social Services Task Force

Commissioner Bear King called upon Gail Roberts. Gail Roberts reported that Supervisor Kennedy was the initiator of a Task Force on social Services for American Indians. Supervisor Kennedy has invited the Task Force to present an overview on Tuesday, October 3, 1995 at 2:00 p.m. Commissioner Bear King discussed issues and the agenda of the presentation. Commissioner Bear King encouraged members to present written documentation regarding the task force. The survey and written response

from the Commission on Aging was discussed. One discovery was that funding sources come from different entities for different organizations. The Committee Task Force schedule attendance was also discussed.

CALENDAR MATTERS

The regularly scheduled Commission meeting for Thursday, September 28 1995 has been changed to Wednesday, September 27, 1995 at 4:30 p.m.

The meeting of Thursday, October 12, 1995 is canceled due to a conflict with the CAHRO Conference.

Commissioner Peay-Wainwright requested that regularly schedule meeting in the should not be changed unless it is absolutely necessary.

Don Hesse stated that the HRC will be scheduling a community meeting in the Mission possibly in January.

All committees and task forces meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EMPLOYMENT	Thursday, October 5, 1995 2:00 P.M.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, October 17, 1995 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Wednesday, October 18, 1995 5:30 P.M.
YOUTH AND EDUCATION	Thursday, October 19, 1995 3:30 P.M.
AMERICAN INDIAN TASK FORCE BUSINESS DEVELOPMENT	Monday, October 9, 1995 5:30 P.M.
AMERICAN INDIAN TASK FORCE ON SOCIAL AND CULTURAL ISSUES	Thursday, October 5, 1995 6:00 P.M.

ADJOURNMENT

Commissioner Daddio adjourned the meeting in honor of Noel Day and Alvin Jo who passed away this past week.

Respectfully Submitted,

Don Hesse
Acting Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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9/27/95

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

WEDNESDAY, SEPTEMBER 27, 1995

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4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Stanley O. Animo
Commissioner Connie Bear King
Commissioner Katheryn M. Fong
Commissioner Tim Hanlon
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba

111

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of September 14, 1995.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

   (a) Report on Women's Conference.

   (b) Report on the Study of Cancer in the Bayview community.

   (c) Budget Update.

   (d) Discussion of Challenges to Affirmative Action.

6. COMMITTEE REPORTS

   (a) Lesbian Gay Bisexual Transgender Advisory Committee
   Commissioner Tim Hanlon
   Commissioner Connie Bear King, Vice Chair
   Larry Brinkin, Committee Staff

   (1) Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, October 17, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Employment Committee
Commissioner Mary Gomez Daddio, Chair
Commissioner Stanley O. Animo, Vice Chair
Frank Anderson, Committee Staff

- Architecture, Engineering and Construction Management Training Program proposal.
- California Department of Industrial Relations 1995 Report.
- California Minimum Wage Increase.
- U.S. Equal Employment Opportunity Commission's Local Enforcement Plan for San Francisco District.
- State of California Fair Employment and Housing Commission's Review of Regulations.
- Federal budget cuts on local programs.
- Lead agency concept revisited.
- Affirmative Action Education Forum/Project.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, November 2, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(c) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Commissioner Alma Robinson, Vice Chair
Gail P. Roberts, Acting Committee Staff

(1) Approval of Resolution Clarifying Chapter 12D.12 of the Administrative Code: Monitoring and Compliance, Non-Compliance by Contractors.

(2) Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, October 18, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Youth and Education Committee
Commissioner Katheryn M. Fong, Chair
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, October 19, 1995, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, October 2, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social Services Task Force
Commissioner Connie Bear King, Chair
Gail P. Roberts, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social Services Task Force will be held on Thursday, October 5, 1995, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. NEW BUSINESS

10. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

11. CALENDAR MATTERS

(a) Cancellation of the regularly scheduled meeting of Thursday, October 12, 1995 because of its conflicting with the CAHRO (California Association of Human Rights Organizations) 22nd Annual Training Conference October 12 - 15, 1995 in San Francisco.

12. ADJOURNMENT

NEXT MEETING: THURSDAY, OCTOBER 26, 1995

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

Item 6(c)1

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RESOLUTION CLARIFYING PROVISION 12.D.14(B) OF THE SAN FRANCISCO ADMINISTRATIVE CODE

WHEREAS, Chapter 12D of the San Francisco Administrative Code, entitled the "Minority/Woman/Local Business Utilization Ordinance" (effective October 1, 1992), was enacted to ensure adequate participation by minority-owned, woman-owned and locally-owned businesses in the City's contracting for services, equipment and supplies; and

WHEREAS, the Human Rights Commission, is charged with the enforcement and administration of said Ordinance as it pertains to City awarding authorities and contractors doing business with the City; and

WHEREAS, the clarification of certain specific provisions is occasionally necessary in order to ensure stable and consistent administration of said Ordinance; and

WHEREAS, there is a need to clarify paragraph (B) of Section 12D.14, entitled "Monitoring and Compliance, Non-Compliance by Contractors in order to adequately advise the owners of businesses under contract with the City, that paragraph (B) applies only to contractors that are under contract with the City and County of San Francisco, which paragraph (B) permits the Director of the Human Rights Commission to perform his or her compliance and monitoring duties and that this paragraph (B) does not apply to contractors who are bidding or submitting proposals to bid on City work.

THEREFORE BE IT RESOLVED that the San Francisco Human Rights Commission clarifies that paragraph (B) of Section 12.D 14 of the Administrative Code is applicable only to contractors that are performing their duties and responsibilities pursuant to a City-awarded contract and that said paragraph (B) does not apply to the bidding and/or proposal selection process used by the City and County or any of its subdivisions and hereby amends the Commission's Rules and Regulations for Chapter 12D to be consistent with this clarification.

THIS RESOLUTION IS HEREBY ADOPTED BY THE HUMAN RIGHTS COMMISSION, BY PUBLIC VOTE, THIS 27th day September, 1995 at San Francisco, California

Signed:_____
Lucille Abrahamson, Chair, HRC

Voting in Favor of Resolution.

Commissioner_____
Commissioner_____
Commissioner_____
Commissioner_____
Commissioner_____

Voting Against Resolution:

Commissioner_____
Commissioner_____
Commissioner_____
Commissioner_____
Commissioner_____

Sec. 12D.14. Monitoring and Compliance.

(A) The Director shall monitor the City's progress toward achievement of the goals stated in Section 12D.3. (Declaration of Policy). The Director shall issue an exit report for any contract which includes MBE/WBE prime contractor participation as a joint venture partner. The purpose of the exit report is to ensure that MBE/WBEs are actually performing services on joint ventures.

(B) Non Compliance By Contractors

In cases where the Director has cause to believe that a contractor acting in good faith has failed to comply with any of the requirements of this Ordinance, rules and regulations adopted pursuant to this Ordinance, or contract provisions pertaining to MBE or WBE participation, the Director shall notify the contract awarding authority and shall attempt to resolve the noncompliance through conciliation. If the noncompliance cannot be resolved, the Director shall submit to the Commission and the contractor a written Finding of Noncompliance. The Human Rights Commission shall give the contractor an opportunity to appeal the Finding, and if the Commission concurs with the finding of the Director, it shall take such action as will effectuate the purposes of this Ordinance.

HUMAN RIGHTS COMMISSION

September 27, 1995

The Minutes of this meeting are missing.

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, OCTOBER 26, 1995

4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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ROSTER

Chair - Lucille Abrahamson
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Commissioner Katheryn M. Fong
Commissioner Tim Hanlon
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of September 27, 1995.

3. GENERAL COMMUNICATIONS

4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

6. REPORT OF THE DIRECTOR

   (a) Report on CAHRO Conference.

   (b) Budget Update.

   (c) Consideration of appointments to Juvenile Curfew Oversight Committee.

   (d) Discussion of Challenges to Affirmative Action.

7. COMMITTEE REPORTS

   (a) Employment Committee
   Commissioner Mary Gomez Daddio, Chair
   Commissioner Stanley O. Animo, Vice Chair
   Frank Anderson, Committee Staff

   (1) Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, November 2, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Commissioner Alma Robinson, Vice Chair
Gail P. Roberts, Acting Committee Staff

(1) Approval of Revised Resolution Clarifying Chapter 12D.14(B) of the Administrative Code: Monitoring and Compliance, Non-Compliance by Contractors.

(2) Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, November 15, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Youth and Education Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Ghada N. Saliba, Vice Chair
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, November 16, 1995, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Connie Bear King, Chair
Commissioner Tim Hanlon, Vice Chair
Larry Brinkin, Committee Staff

(1) Approval of Letter to Commission on Teacher Credentialing regarding the proposed credentials revocation of two San Francisco teachers in connection with Lesbian and Gay speakers.

(2) Approval of Letter to the White Conference on Aging encouraging the inclusion of sexual orientation and gender identity in report to the President on aging issues.

(3) Approval of Resolution encouraging the legalization of compassionate use of marijuana for the relief of symptoms of serious illnesses.

(4) Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, November 21, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, October 30, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social Services Task Force
Commissioner Connie Bear King, Chair
Gail P. Roberts, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social Services Task Force will be held on Thursday, November 2, 1995, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

11. CALENDAR MATTERS

(a) Cancellation of the regularly scheduled Commission meetings of November 23, 1995 and December 28, 1995.

12. ADJOURNMENT

NEXT MEETING: THURSDAY, NOVEMBER 9, 1995

HUMAN RIGHTS COMMISSION

October 26, 1995

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Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, NOVEMBER 9, 1995

4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
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ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Stanley O. Animo
Commissioner Connie Bear King
Commissioner Katheryn M. Fong
Commissioner Tim Hanlon
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of October 26, 1995.

3. GENERAL COMMUNICATIONS

4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

6. REPORT OF THE DIRECTOR

   (a) Appointment of Commissioner Ghada Saliba-Malouf to the Juvenile Curfew Oversight Committee.

   (b) Budget Update.

   (c) Discussion of Challenges to Affirmative Action.

   (d) Presidio Update: Michael Yaki, Congresswoman Nancy Pelosi's office.

7. COMMITTEE REPORTS

   (a) Lesbian Gay Bisexual Transgender Advisory Committee
   Commissioner Connie Bear King, Chair
   Commissioner Tim Hanlon, Vice Chair
   Larry Brinkin, Committee Staff

(1) Approval of Revised Letters to SFUSD Superintendent Waldemar Rojas and Commission on Teacher Credentialing regarding the proposed credentials revocation of two San Francisco teachers in connection with Lesbian and Gay speakers.

(2) No Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, November 21, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Employment Committee
Commissioner Mary Gomez Daddio, Chair
Commissioner Stanley C. Animo, Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, December 7, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(c) Youth and Education Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Ghada N. Saliba-Malouf, Vice Chair
Gail P. Roberts, Committee Staff

(1) Ad Hoc Planning Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, November 16, 1995, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Calvin Louie, Chair
Commissioner Alma Robinson, Vice Chair
Gail P. Roberts, Acting Committee Staff

(1) MBE/WBE/LBE Annual Awards Breakfast As Hoc Committee.

(2) Board of Supervisors' Economic Vitality & Social Policy Committee Hearing.

(3) No Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, November 15, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, November 13, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social Services Task Force
Commissioner Connie Bear King, Chair
Gail P. Roberts, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social Services Task Force will be held on Thursday, December 7, 1995, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

11. CALENDAR MATTERS

(a) Cancellation of the regularly scheduled Commission meetings of November 23, 1995 and December 28, 1995.

(b) December 8, 1995 MBE/WBE/LBE Annual Awards Breakfast

12. ADJOURNMENT

NEXT MEETING: THURSDAY, DECEMBER 14, 1995

HUMAN RIGHTS COMMISSION

November 9, 1995

The Minutes of this meeting are missing.

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Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, DECEMBER 14, 1995

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4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 554-6075.

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Connie Bear King
Commissioner Katheryn M. Fong
Commissioner Tim Hanlon
Commissioner Calvin Y. Louie
Commissioner Resa Peay-Wainwright
Commissioner Alma Robinson
Commissioner Ghada N. Saliba-Malouf

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meetings of October 26, 1995 and November 9, 1995.

3. GENERAL COMMUNICATIONS

4. VISITORS*

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

5. REPORT OF THE CHAIR

   (a) Appointment of Nominating Committee.

6. REPORT OF THE DIRECTOR

   (a) Budget Update.

   (b) Discussion of Challenges to Affirmative Action.

7. COMMITTEE REPORTS

   (a) MBE/WBE/LBE Advisory Committee
   Commissioner Calvin Louie, Chair
   Commissioner Alma Robinson, Vice Chair
   Gail P. Roberts, Acting Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, December 20, 1995, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Youth and Education Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Ghada N. Saliba-Malouf, Vice Chair
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, January 18, 1996, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Connie Bear King, Chair
Commissioner Tim Hanlon, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, January 16, 1996, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Employment Committee
Commissioner Mary Gomez Daddio, Chair
Frank Anderson, Committee Staff

(1) Committee Report.

(2) Request to HRC from COSW to co-sponsor a public hearing on sexual harassment (January 18, 1996).

(3) Proposal to establish a subcommittee/task force to advise HRC on sexual harassment public hearing and related matters.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, January 4, 1996, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

8. TASK FORCE REPORTS

(a) American Indian Business Development Task Force
Commissioner Connie Bear King, Chair
Mary Gin Starkweather, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the American Indian Business Development Task Force will be held on Monday, December 18, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Native American/American Indian Social Services Task Force
Commissioner Connie Bear King, Chair
Gail P. Roberts, Task Force Staff

(1) Task Force Report.

NOTE: *The next regular meeting of the Native American/American Indian Social Services Task Force will be held on Thursday, January 4, 1996, at 6:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS

11. CALENDAR MATTERS

(a) Cancellation of the regularly scheduled Commission meeting of December 28, 1995.

12. ADJOURNMENT

Adjournment in memory of Commissioner Stanley O. Animo.

NEXT MEETING: THURSDAY, JANUARY 11, 1996

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
San Francisco, CA. 94102
(415) 252-2500
TDD: (415) 252-2550

MINUTES OF THE COMMISSION MEETING OF THURSDAY, DECEMBER 14, 1995.

Commission Chair Lucille Abrahamson called the meeting to order at 4:35 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Mary Gomez Daddio, Vice-Chair; Connie Bear King; Calvin Y. Louie; Resa Peay-Wainwright; Alma Robinson; and Ghada Saliba-Malouf.

Excused: Katheryn Fong, and Tim Hanlon

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Larry Brinkin, Brian Cheu, Maria Cordero, Dennis Hanna (Intern), and Gail Roberts.

Guests

Jeanette Lazam, Former HRC Commissioner, and Jane Meinhart.

VISITORS

Jeanette Lazam: Former Commissioner Lazam thanked the Commission, the Director and the staff and stated that it was an honor and a privilege to have served the people of San Francisco as a member of the Human Rights Commission and Mayor Jordan. She wished Mayor Jordan the best as well as new Mayor Willie Brown.

REPORT OF THE CHAIR

Commissioner Abrahamson requested volunteers to serve on the Nominating Committee.

Commissioners Abrahamson, Robinson and Peay-Wainwright will serve on the Nominating Committee.

RESOLUTION HONORING STANLEY O. ANIMO FOR HIS SERVICE TO THE HUMAN RIGHTS COMMISSION.

WHEREAS, Stanley O. Animo served as a Commissioner of the Human Rights Commission from July 1995 until his death on November 26, 1995; and

WHEREAS, Stanley O. Animo served as Vice Chair of the Employment Committee while a Commissioner of the Human Rights Commission; and

WHEREAS, Stanley O. Animo was the Publisher and Editor-in-Chief of Philippine Pacific Examiner formerly Philippine Examiner Today, a biweekly newspaper serving the Filipino American community; and

WHEREAS, Stanley O. Animo helped Filipinos and all San Franciscans empower themselves economically and politically,

THEREFORE, BE IT RESOLVED that the Human Rights Commission expresses its appreciation for Stanley O. Animo's service as a Commissioner of the Human Rights Commission; and

BE IT FURTHER RESOLVED, that the Commissioners and staff of the Human Rights Commission convey their deep sympathy to the family and friends of Stanley O. Animo.

***Moved (Peay-Wainwright)\Seconded (Louie)\Unanimously in favor.

Commissioner Abrahamson reported that there would be a short executive meeting at the end of this meeting.

APPROVAL OF MINUTES

***Moved (Peay-Wainwright)\Seconded (Saliba-Malouf)\Unanimously approved the minutes of the regular Commission Meeting of October 26, 1995 and November 9, 1995.

REPORT OF THE DIRECTOR

Director Lee indicated that complete copies of the Charter Reform are available on the table for all Commissioners. There are no significant changes regarding the operating procedures of the Human Rights Commission; however, there are changes regarding the relationship between the Board of Supervisors, the Mayor and the Commissioners. The appointment of Department Heads would go through a different procedures as well. Certain departments would go through major changes, particularly those departments that serve under the Chief Administrator Officer (CAO).

Budget

Director Lee reported that the HRC is preparing the FY 96-97 budget. The first step is to prepare a mission driven budget. The critical time would be when the federal government approves its budget. San Francisco is expecting a tremendous impact due to federal budget cuts.

Director Lee reported that five resolutions were approved by the Board of Supervisors impacting the Minority/Women/Local Business Enterprise Program. One of the resolutions urges the Mayor to have five departments work order monies to the HRC and fund positions that would assist them in monitoring contracts. If these work orders come through, they will fund at least two additional positions. Other City Departments have asked us to perform duties for which the HRC has no staff capacity to perform.

Discussion of Challenges to Affirmative Action

Director Lee reported that the University of California Regents intend to implement its anti-affirmative action resolution beginning in January and that the appropriateness of this resolution is being questioned. He noted that the City Attorney's office is extending its representation regarding Governor Wilson's lawsuit. At the Board of Supervisors, Supervisor Mabel Teng proposed a resolution, that was approved, requiring that the City review all of its contracts with UC to ensure that there is no lessening of compliance with the City's Affirmative Action laws. Under this resolution, the HRC will report its findings directly to the Board of Supervisors. The CCRI signature gathering is going ahead and reports indicate that the proponents of CCRI are having difficulty raising funds. This may be a temporary set-back, Director Lee is expecting them to be able to place their item on the ballot.

Director Lee indicated that the Correspondence file has newspaper articles from Southern California regarding hate crimes and their treatment in the criminal justice system when is a factor.

COMMITTEE REPORTS

MBE/WBE/LBE Advisory Committee

Commissioner Louie reported that the Committee met on November 15, 1995. The main focus of the meeting was preparation for the 2nd Annual Awards Celebration scheduled for December 8, 1995. The certification process was also discussed. Commissioner Louie reported that since July 1, 1995, there were 1,276 applications for certification and that 1,138 applications had been completed, leaving 138 pending applications. Commissioner Louie thanked Gail Roberts for her great effort in coordinating and initiating the completion of applications.

Commissioner Louie reported that he met with the Chairman of Wells Fargo, Paul Hassing in Los Angeles. They are planning to have a commitment of over 40% minority business loans in 10 years.

Director Lee reported that the Vendor Directory is now on the Internet. Answering a question from Commissioner Peay-Wainwright, Director Lee stated that having the Vendor Directory on the Internet saves the printing cost that the HRC used to spend as well as saves the $15.00 charged to the businesses when they requested a directory. Other Unit Supervisors would like to place HRC information and documents such as HIV in the Workplace on line as well. E-mail is also available.

Youth and Education Advisory Committee

Gail Roberts reported that the Committee held a special meeting on Thursday, December 7, 1995. A video: "Violence Prevention, a Vision of Hope", a very compelling video was shown. The Committee discussed violence prevention in the schools, the need for more complete statistics, and for identifying programs at the state and National levels regarding violence prevention. Commissioner Fong established an ad-hoc task force to be chaired by Janine Chagoya. This task force will be surveying the School District, and community block organizations to find out what is already being done. The Committee members are working on this task independently.

Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Bear King requested that staff person Brian Cheu report on the last committee meeting. Brian Cheu introduced Dennis Hanna, newest intern at the HRC and a third year law student at Northeastern University. Mr. Hanna will be with the HRC, fulltime, until March of next year. At its last meeting, the Committee heard two presentations. The first regarding domestic violence. Marcus Arana gave the presentation on same sex domestic violence stating that there are no shelters for men who are victim of domestic violence and for women being abused by other women shelters are often hard to find. The other presentation was regarding children of gay men and lesbians. A video was shown called "Both of my Mom's Names are Judy" which shows children of lesbian and gay parents stating how it feels to be teased. The Committee also held a Affirmative Action Task Force workshop on Saturday, December 9, 1995 which was well attended. A meeting of the Youth Task Force was also held, and the Task Force is considering co-sponsoring a resource book in collaboration with LYRIC. Mr. Cheu reported that the Teaching Credentialing Commission sent a letter responding the Commission's letter in support of two local teachers. A White House Conference on Aging letter was also received in which it was stated that gay, lesbian, bisexual and transgender issues will be addressed.

Employment Advisory Committee

Staff person Frank Anderson reported that at the last meeting the Committee acknowledged the contribution of Commissioner Stan Animo who was the Vice Chair of the Committee. The Committee was advised regarding the new Sunshine Ordinance provision for public meetings. The Committee is particularly searching for members who are employers. The Committee devised procedures regarding bringing issues to the Committee. The Committee reviewed the November 7th, voter's action regarding bond issues. Mr. Anderson stated that he attended the SFUR (San Francisco Urban Research

Association) luncheon with Commissioner Katheryn Fong. Amongst the honorees were: Annie Chang, Nancy Pelosi, James Hormel, Aileen Hernandez and others, each of them as they received the award, gave their impression of their vision of San Francisco. The Committee is discussing several issues, including the staffing pattern for the Recreation and Park Department. Another issue is employee disparate treatment when cocaine vs. crack is used on the job. Apparently, employers, when they find an employee using cocaine they urged the employee to seek help. When an employee is found to be using crack, he/she is immediately fired. Another issue ise job fairs. There are a number of job fairs being offered. The last one Mr. Anderson attended was called "The Bay Area Diversifying Job Fair", at which Mr. Anderson states there was no diversity shown. The Committee is now being selective in the process of participating in Job Fairs. The Committee is continuing the discussion regarding "Sweatshops". The Committee also discussed the miscellaneous employment complaints that the HRC handles throughout the year. A report will be presented to the Commission at the next Commission meeting. The Committee has an on-going report on Affirmative Action on its agenda, the last meeting the committee heard a presentation on the Asian perspective and affirmative action. Asians are perceived to not need Affirmative Action and the report states otherwise. The Employment Committee will not meet in January.

Commissioner Daddio reported that the Commission on the Status of Women has asked the HRC to join them in the Sexual Harassment in the Workplace hearing along with the Civil Service Commission. The Hearing is set for January 18, 1996 at the Board of Supervisors' Chambers. The hearing is to provide a forum for speakers regarding the policy and present Civil Service rules and regulations. Commissioners Louie and Daddio will attend the hearing.

TASK FORCE REPORTS

American Indian Business Development Task Force

Commissioner Bear King stated that the Task Force is following up with who had replied to the survey with specific information regarding discrimination. The Task Force is meeting Saturday, December 16, 1995 to go through the surveys and incorporate questions and answers.

Native American/American Indian Social Services Task Force

Gail Roberts reported that the Task Force met Thursday, December 7, 1995 and elected Ladona Osborne as Vice Chair. The duties of the Vice Chair had been previously defined and adopted. The membership is solidifying; members are aware of the commitment and new members have joined the Committee. A survey is being developed for non-profit, service agencies and consultants that work with City departments providing direct services.

Answering a question from Commissioner Abrahamson, Commissioner Bear King stated that to be a member of this Task Force the person does not have to be a resident of San Francisco because of the small number of American Indians in the City.

NEW BUSINESS

Commissioner Peay-Wainwright stated that this year has been a tremendous year for the Human Rights Commission and she would like the staff and Commissioners to celebrate together. She suggested holding a pot-luck dinner where the Commissioners could receive reports from different staff members as in a regular meeting.

NEXT MEETING

DATE: **January 11, 1996**

TIME: **4:30 P.M.**

PLACE: **25 Van Ness Avenue**
8th Floor Conference Room
San Francisco, CA 94102

All committees and task forces meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EMPLOYMENT	Thursday, January 4, 1996 2:00 P.M.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, January 16, 1996 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Wednesday, December 20, 1995 5:30 P.M.
YOUTH AND EDUCATION	Thursday, December 21, 1995 3:30 P.M.
AMERICAN INDIAN TASK FORCE BUSINESS DEVELOPMENT	Special Planning Meeting on Saturday, December 16, 1995 All day.
AMERICAN INDIAN TASK FORCE ON SOCIAL AND CULTURAL ISSUES	Thursday, December 7, 1995 6:00 P.M.

CALENDAR MATTERS

The regularly scheduled Commission meeting of December 28, 1995 is cancelled.

EXECUTIVE SESSION

(a) Pursuant to Government Code Section 53956.9 Conference with legal counsel. Existing Litigation: F.W. Spencer

(b) Pursuant to Government Code Section 54957 - Public Employee Appointment/Hiring - - Commissioner.

ADJOURNMENT

Commissioner Abrahamson adjourned the meeting in memory of Commissioner Stanley O. Animo and Revels Cayton.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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